

PEOPLE & LAND & WATER

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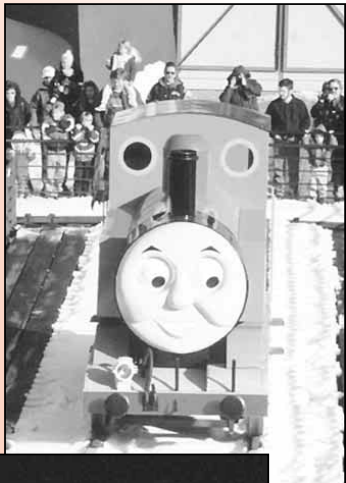
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Layout by Mark Hall • ISC/CISS Graphics



A CURE FOR CYNICISM

The late Wallace Stegner, the novelist and chronicler of the American West, called National Parks "a cure for cynicism, an exhilarating rest from the competing avarice we call the American Way. They were cooked up in the same alembic as other land laws but they came out as something different. They reflect us at our best rather than our worst. Without them, millions of American lives would have been poorer. The world would have been poorer." PLW marked National Park Week with a focus on NPS people who nurture this cure—some who protect visitors and resources, page 3, others who manage and conserve, 24-25, as well as those working on international projects, 11, and new park concepts like the Lewis and Clark Trail, 16-17. Some unique NPS cures are on page 6.

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"Discourage litigation, persuade your neighbor to compromise where you can. Point out to them how the nominal winner is often a real loser...in fees, expenses, and waste of time." 1851

Abraham Lincoln



SUBSCRIPTION? LETTERS TO THE EDITOR?
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Interior People: Transitions



Secretary Babbitt presents a commendation to Allen P. Stayman, director of the Office of Insular Affairs, for his work in combating labor and immigration abuses in the Commonwealth of the Northern Mariana Islands. 32



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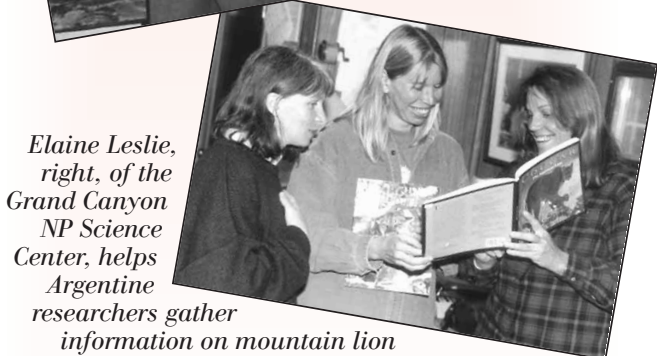
Ursula Roach, an EEO specialist with the Bureau of Indian Affairs, received royal treatment in Genoa, Italy, where she was the guest speaker at a symposium on Hopi culture, 22



NPS rangers attended the Second World Congress of the International Ranger Federation in Costa Rica, 11



George Lea, of the Public Lands Foundation, reads People, Land and Water to stay current on Bureau of Land Management news. The foundation is a national, independent advocate for the management of BLM-administered lands. Members include current and retired professional resource managers. For information, call (703) 790-1988 or 893-1500.



Elaine Leslie, right, of the Grand Canyon NP Science Center, helps Argentine researchers gather information on mountain lion behavior and management. The research responded to the first recorded puma attack on humans in Argentina, 11

Deputy Secretary John Garamendi, congratulating Jamie Rappaport Clark last year after she was sworn in as director of the Fish and Wildlife Service, resigned from federal service on April 17. Photo by Tami Heilemann, ISC

Deputy Secretary Garamendi Leaves Government Service

Deputy Secretary John Garamendi has left the Interior Department to enter private industry. Garamendi resigned April 17 to join the Yucaipa Companies, a private investment firm based in Los Angeles. He became a partner in the firm and established an office in Washington, D.C.

"I began my public service as a Peace Corps volunteer in Ethiopia 33 years ago," said Garamendi, who has been deputy secretary since 1995.

"For 27 years, I've had the pleasure, honor and challenge of being a public official. It is now time to move to the private sector for a brief hiatus." Before joining Interior, Garamendi served as California's first elected insurance commissioner and several terms as a state assemblyman and senator, representing Northern San Joaquin Valley and communities in the Sierra Nevada Mountains.

Secretary Babbitt thanked Garamendi for his efforts over the past three years. "I'm very grateful to John for his outstanding service to this Department and the country. Through his boundless energy and creativity, John brought California water issues, including the Bay-Delta partnership, to an historic level of progress," Babbitt said.

I am grateful to have worked with a great team—you, the employees of Interior.

"He has done outstanding work on the transition of the Presidio and the preservation of the Headwaters old-growth redwoods. His special attention to Alaska will long be

remembered and appreciated in that state. I am particularly grateful for his leadership of our diversity initiative in this Department. John is a good man with extraordinary skills," said Babbitt. "I can't think of anyone who cares more about the critical issues facing the West or who is willing to put in as much time and work to address them. We all wish him the best in his new endeavors, but I know he will be sorely missed around here."

In an April 3 letter to Interior employees announcing his decision, Garamendi, 53, reflected on his three years at Interior. "The days since August 15, 1995 when I became deputy secretary have been filled with great challenges and wonderful work for me," he said. "The task given to the women and men in this agency is critical to the environmental future of this nation. Everyday we make decisions that effect the well being of the air, land, water, and creatures of this world. I am proud to be part of all the good work that has been done, and I count myself among the fortunate few who have served at such a high level in the Department of the Interior. I shall always remember with great happiness and satisfaction my time at Interior. I thank each of you for your work, effort, and assistance to me as we worked together on many projects. I wish each of you satisfaction in your daily tasks." Garamendi personally thanked many employees at an April 16 open house.

ROBERT J. WILLIAMS SERVING AS IG

Robert J. Williams, the assistant inspector general for audits, has been named acting inspector general of the Department. He assumed direction of the Office of Inspector General following the departure of Wilma A. Lewis, who President Clinton has nominated for U.S. Attorney for the District of Columbia. Lewis is serving in an acting capacity in that position while awaiting confirmation.

Williams, who was named acting assistant IG for audits—a Senior Executive Service appointment—in March 1997, began his tenure with the Department's OIG in 1986, when he joined the Western Region staff in Sacramento, California, as the regional audit manager. His previous positions were with the U.S. Army Audit Agency and the Department of Defense OIG, where for 13 years he rose steadily through the ranks and was recognized on several occasions for his noteworthy accomplishments in the conduct and supervision of highly sensitive and complex audits.

On joining Interior, Williams continued to distinguish himself through his able management, supervision, and leadership of a regional office responsible for a variety of tasks, including the conduct of contract audits, the negotiation of indirect cost rates, and the conduct of

internal audits. In recognition of his outstanding work and invaluable contributions as the Western Regional audit manager, he received several awards, including the Inspector General's Superior Service Award and the Inspector General's Distinguished Service Award.



Robert J. Williams

Wilma A. Lewis

A native of Pleasantville, New Jersey, Williams has a Bachelor of Science degree in accounting (*magna cum laude*) from Monmouth College and a Master in Business Administration from Fairleigh Dickinson University.

INTERIOR'S 150TH ANNIVERSARY TO FOCUS ON EMPLOYEE RECOGNITION, PUBLIC EDUCATION

An Interior group has been formed to develop and coordinate plans for marking the Department's 150th anniversary next year. Secretary Babbitt asked John Berry, assistant secretary for Policy, Management and Budget, to coordinate efforts in the Department so that anniversary activities accomplish three goals: celebration, employee participation and recognition, and public education.

"A number of great ideas have already come in, on which we are hard at work," Berry said. They include an employee awards ceremony and celebration on our actual anniversary date of March 3, 1999; an employee photography and arts contest; Interior's hosting of the 1999 Environmental Film Festival; an Unsung Heroes Award program, and a juried mural contest to add murals to the Main Interior Building during our 150th year.

"I will be announcing details about these in the months ahead," said Berry. "But we also need your help! If you have creative ideas about how we can best meet our three goals—and can do it at no extra cost—please let us know." Send ideas to Justin Johnson at <Justin.Johnson@ios.doi.gov> or phone: (202) 208-4203.

THE COURAGE TO CARE . . .

On a bitterly cold January night, U.S. Park Police officer **Jeffrey D. Muller** was patrolling M Street Southeast in the nation's capital, not far from the Washington Navy Yard. At about 1 a.m. he spotted a vehicle stopped in the middle of the road and notified Park Police Communications of the situation.

As the elderly driver, 86-year old Claude W. Carter, got out to explain that he was lost and his car had run out of gas, the vehicle began rolling backwards toward the Anacostia River, carrying Carter's 79-year old wife, Mary. Muller attempted to stop the vehicle but it had picked up too much speed and plunged over the ten-foot stone retaining wall.

ABOVE AND BEYOND THE CALL OF DUTY

The area was dimly lit and the river was only three feet below the top of the wall. The vehicle hung precariously, the front bumper caught on the edge of the wall, the trunk of the car completely submerged. Grasping the wall for support, Muller went into the icy river and attempted to free the elderly occupant. Unable to reach her, he ran back to his cruiser, grabbed a life ring and rope from the trunk, radioed for assistance, turned on his emergency lights, and ran back to the river. The car had broken free of the wall, drifted 15 yards out into the river, and was quickly filling with water.

Muller swam out through the frigid waters (three days earlier the river's surface had been frozen) to the rapidly sinking vehicle, but could not pull open the doors. He then drew his service weapon, smashed out the rear passenger window, reached in and unlocked the door, and again tried to open it from the outside. But the freezing water had begun to take its toll. Muller was succumbing to hypothermia, his body was shutting down, and he was losing hope.

"I thought that she was going to die, and I thought I was going to die, and I asked the Lord not to let that happen," Muller recalled. The water was now over Mrs. Carter's head, and the car was completely submerged. But he continued to tug on the door handle and suddenly it opened. Though he could see neither the car nor the victim,

he reached in, grabbed what he hoped was Mrs. Carter, and pulled. Keeping her head above water, Muller swam her to shore where three other officers were waiting to assist with the rescue.



U.S. Park Police officer Jeffrey Muller, revisiting the scene of the Jan. 26, 1997 rescue, credits the extensive training programs of the U.S. Park Police and U.S. Marine Corps for his ability to pull an elderly woman from her sinking vehicle after it had plunged over a 10-foot high retaining wall into the freezing Anacostia River.

he reached in, grabbed what he hoped was Mrs. Carter, and pulled. Keeping her head above water, Muller swam her to shore where three other officers were waiting to assist with the rescue.

Sgt. Frank Barwineczak, **Sgt. John Rolla**, and former U.S. Marine Corps officer **Axel Caro** then pulled Muller from the water, saving his life. "The freezing temperatures of the water had shut down my systems," Muller said. "And I had lost all feeling in my limbs. I would have died if they hadn't been there to pull me out."

Several days later, after they were released from the hospital, Muller was reunited with a very grateful Mrs. Carter and her family. Muller was awarded the Park Police's highest honor, the Medal of Honor, only the third to be awarded in the history of the U.S. Park Police. He also was selected as the National Law Enforcement Memorial officer of the month last June.

"Your courageous action and self-sacrifice are a credit to the Force, the National Park Service, and the Department of the Interior," read his Medal of Honor citation from the chief of the U.S. Park Police. "Your determination to save the life of Mrs. Carter went above and beyond the call of duty. Had you not succeeded with this rescue, Mrs. Carter surely would have died in the frigid water."

. . . AND THE CREATIVITY TO FIND SOLUTIONS

HIKER SAFETY CAMPAIGN WINS GRAND CANYON TEAMWORK AWARD



The core group that worked on the Hiker Safety initiative included, from left: in back row, Sherrie Collins, Chuck Wahler, Steve Sullivan, Chris Fors, Superintendent Robert Arnberger, and Beverly Perry; bottom row, Barbara Brutvan, Andrea Lankford, and Ken Phillips.

Record breaking temperatures baked the inner canyon of Grand Canyon National Park in 1996. Park rangers responded to more than 200 heat-related emergencies that summer and there were four heat-related deaths.

To find a solution to this visitor safety problem, a National Park Service task group was asked to find ways to significantly decrease the number of heat-related incidents without negatively affecting visitor experience and access into the canyon. After considering several alternatives, the team chose an aggressive educational approach with a voluntary compliance component.

Key elements of the consolidated Hiker Safety Campaign of 1997 included an effective safety slogan; efforts to get hiker safety information to visitors before they began their hike; and placing Preventative Search and Rescue Rangers and volunteers at trailheads and on trails to offer advice and make sure hikers were well prepared. The initiative also provided hiker guidelines and advisories to start hikes before 7 a.m. or after 4 p.m.; effective 'Stop' signs on canyon trails informing hikers to 'hike smart' and turn around before they got too far; and new concession stands at trailheads to ensure hikers were properly outfitted.

The campaign started before the Memorial Day Weekend and worked well. Hikers got the message and began their backcountry trips better prepared. Park statistics show a decrease in heat-related illness, injuries, and fatalities. Park rangers responded to 150 heat-related emergencies, more than 50 fewer than the previous year, and more importantly, there were no heat-related fatalities last year.

In recognition of this successful response, several Grand Canyon employees and community members recently received The Grand Canyon National Park

Superintendent's Award for Team Excellence. A core group of NPS employees—**Jim Northup**, **Sherrie Collins**, **Andrea Lankford**, **Nick Herring**, **Ken Phillips**, **Chuck Wahler**, **Bev Perry**, **Don Singer**, **Steve Sullivan**, and **Barb Brutvan**—was recognized for its work on the hiker safety initiative. Also recognized for supporting and helping the core group were several other park employees, the Grand Canyon Association, AmFac Parks & Resorts, Babbitt's General Store, local community members, and regional park neighbors.

"The program would not have been the success it was without the cooperative efforts of not only park employees, but the entire Grand Canyon Community," Grand Canyon Superintendent **Robert Arnberger** told a Feb. 25 luncheon. "This campaign serves as a strong and eloquent example of successful interdivisional and community-wide teamwork to improve visitor experience and safety, the working conditions for rescue personnel, and the reduction of impacts on the resource due to rescue activities. Expertise and input from all factions of the Grand Canyon Community were used to develop and implement this successful program."

Others who were recognized included: NPS employees **Richard Ullman**, **Jennie Kish**, **Lisa Lackey**, **Maureen Oltrogge**, **Chris Fors**, **Gil Gabaldon**, **Pat Martinez**, **Matt Vandzura**, **Michael Nash**, **Patrick Flanagan**, **Paul Downey**, **Patrick Brasington**, **Bill Vandergraff**, **Blu Picard**, **Craig Letz**, **Marty McCaslin**, **Chuck Sypher**, **Pat Suddath**, **Katie Van Alstyne**, **Sandi Perl**, **Stephen Willis**, **Mike O'Neil**, **Ronnie Gibson**, **Bryan Wisher**, **Liz Reisinger**, **Jon Sudar**, **Ginger Bice**, **Peggy Kolar**, **Brad Koons**, **Julie Nash**, **Cale Shaffer**, **Bill Allen**, **Chris Brothers**, **Floyd Brown**, **Kate Watters**, **Alicia Lindeberger**, **Richard Della-porta**, **Julie Weir**, **Fauzia Francis**, **Greg Litten**, **Jennifer Jo Pomerleau**, **Dawn O'Sicky**, **Bruce Izmirian**, **Becky Douglas**, **Mike Hoffman**, and **Liz Miller**, as well as **Fred Diumenti**, **Greg Walker**, and **Gary Branges** of Babbitt's General Store, **Pam Frazier** and **Kim Bucheit** of the Grand Canyon Association, and **Phyllis Northup**, a local artist.

REWARDING COOPERATION & TEAMWORK

Grand Canyon Superintendent **Robert Arnberger** established the Award for Team Excellence to recognize the best examples of interdivisional team excellence in accomplishing projects that contribute to the success of a park goal or program. The focus is on teamwork between and within divisions where many individuals from different organizations come together in a self-directed fashion to accomplish a task.

The core team equally split a cash award of \$3,000 and received a merit award plaque. A team merit award will be placed on a team honor wall in the Superintendent's conference room. Each support team member will receive a one-day time off award and personal certificate of merit. Also, the host division—Visitor & Resource Protection—will receive a onetime \$5,000 increase in budget.



Chief Ranger Steve Bone, left, and Superintendent Robert Arnberger

Independent Counsel's Probe Underway

Independent Counsel **Carol Elder Bruce** has begun her investigation into Secretary Babbitt's statements to Congress regarding the Department's controversial Hudson Casino decision. The Washington attorney, who served as deputy independent counsel in the 1988 probe of former Attorney General Edwin Meese, was appointed independent council by a special three-judge panel of the U.S. Court of Appeals for the District of Columbia.

"Ms. Bruce can expect full cooperation from me. I'm confident that this investigation will result in vindication of me and the Department," Secretary Babbitt said. Bruce, 48, is a partner in the Washington, D.C. law firm of Tighe, Patton, Tabackman & Babbitt and has specialized in investigating white-collar crime. She has hired several former assistant U.S. attorneys to assist in her investigation, including Washington lawyers **Cary M. Feldman**, **Barry Coburn**, **David Schertler**, and **Phillip T. Inglima**. She began her investigation in mid-April.

In requesting the investigation, Attorney General **Janet Reno** directed the independent counsel to limit the inquiry to the casino issue but acknowledged the possibility that some witnesses or subjects might involve broader campaign fund-raising activities. While that appears to allow for a wider-ranging investigation, Reno said the independent counsel should coordinate with the Justice department on those aspects of the investigation.

Interior spokesman **Mike Gauldin**, who is the director of the Office of Communications, called Bruce "a straight-shooter" and expressed relief that the process is moving. But a spokesman for the Republican National Committee, citing Bruce's participation on a legal team that defended Democratic members of Congress in the 1990 Keating Five scandal, accused her of "a conflict of interest that jeopardizes the independence and credibility of the investigation."

OIG Audit Helps Collect Contractor Revenue

In response to a National Park Service request, the Office of Inspector General audited a contractor that provided reservation services for campsites and guided tours at 17 park locations. The OIG found that the contractor had collected revenues on the Federal Government's behalf but had not remitted these revenues to the U.S. Treasury, as required, in a timely manner.

In a June 1997 quick-reaction audit report, the OIG disclosed that as of Feb. 18, 1997, the contractor had retained revenues of about \$609,000 for up to 120 days from the date that the reservations had been transacted.

The OIG also reported that NPS had not enforced a contract provision which required the contractor to obtain a performance bond. Without a performance bond, the Federal Government was placed at risk of financial loss in the event of nonpayment.

In response to the OIG findings, NPS initiated prompt action to collect past-due amounts. Also, in response to the report, NPS agreed to monitor future reservation revenue collections and remittances and to establish a performance bond sufficient to protect the Federal Government's interests in the event of nonpayment.

Berry's Town Hall Meetings Build Momentum

The topics ranged from food to day care, roof leaks to diversity issues. Several hundred employees joined the March 4 discussion in the auditorium at the Main Interior Building at the second Town Hall session organized by **John Berry**, the assistant secretary for Policy, Management and Budget. Berry and his Quality of Life Team reported on a variety of initiatives aimed at improving working conditions at Main Interior. He concluded the session by agreeing to expand the Town Hall concept to include discussions of diversity issues and vowed to be a strong advocate for employee rights.

"I pledge to fight any move for further reductions in force at Interior," Berry said. "The 12,000 positions we've already lost is the second largest RIF in all major federal departments. You don't have to be a brain surgeon to see that our work load is up while the number of employees is down significantly. I recognize that we are asking you to do more with fewer resources and we need to make your work experience as positive as possible. You will find me a forceful advocate for your interests, including pay raises that ought to reflect the pay levels of comparable private sector jobs. They ought not get our services on the cheap," Berry said.

The inclusion of diversity issues was raised during the question and answer session following Berry's report. Representatives of the Interior Diversity Council urged the move to allow public discussion of employee opportunities for career advancement, continuing training and education, and employee respect for the unique cultural and ethnic backgrounds of fellow employees. "Based on your suggestions, another Town Hall meeting will be held to discuss diversity issues, other human resource topics, and Quality of Life subjects you wish to raise," Berry told employees.

Mari Barr, the deputy assistant secretary for Human Resources, reported that her office was putting together a Human Resources Strategic Plan, under the supervision of **Carolyn Cohen**. Barr would like to have a Town Hall meeting as part of the process to benefit from employee suggestions to the draft plan. She also mentioned that planning has begun on the Department's 150th anniversary celebration next year. The event will emphasize employee recognition (see story on page 2) and that in addition to the Meritorious Service, Valor, and Conservation Awards, a new category of Unsung Hero Awards was being developed. Employees would nominate and evaluate candidates for the new awards.

Major issues that the Quality of Life Team reported on included: **MIB Roof Leaks**: In 1993, GSA installed a new roof at a cost of \$3.1 million. However, the roof started leaking shortly thereafter. GSA was brought in to remedy the problem, but there were disputes with the GSA-contractor over changes in work orders and costs. Litigation occurred, and after a few years with no immediate resolution in sight and 90 leaks to contend with, Interior commissioned an independent roof study. As a result, two repair contracts were awarded and will be administered by Facilities Management this spring. Interior is requesting reimbursement from GSA for the study and repair contracts and will take care of fixing the leaks. Direct questions to **Gary Peacock**, Facilities Management and Services, 208-7560.

Air Quality: The Department plans to use emergency funds to replace two open air chillers with closed versions. It is cheaper to replace the chillers than to clean and refurbish them. **Security Contract**: May 1 was the target date for a new contract for MIB security; negotiations are stressing the need for greater courtesy and professionalism through an incentive program and quarterly evaluations. The **Health Clinic** is scheduled to be reopened July 1 and will be staffed by a full-time registered nurse. Flu shots, physical exams, laboratory tests, blood pressure readings and other services will be available. The **Roof Deck** negotiations with GSA are proceeding to meet OSHA standards and assure the protection of the art work in the area. Tables and chairs are

being selected and purchased. A May target date is eyed for the opening. **Basement Hallway**: ISC continues to work with IRDA and bureaus to agree on a plan and funding for refurbishing to turn the drab basement hallway into a cheery and positive space with new paint, better lighting, and art work donated by the bureaus.

MIB Cafeteria: The contract with the current firm is up next March. Negotiations continue on improving service and quality of food, and assessments are being made to provide options for the Department. **Timothy G. Vigotsky**, director of the Interior Service Center, has asked MIB employees to complete a cafeteria questionnaire (via e-mail) as part of the evaluation. When results are compiled, the team will meet with GSA (which oversees the cafeteria contract) and GSI (the cafeteria contractor) to discuss the results, which also will be shared with employees. ISC is setting up a Patrons' Committee of bureau representatives, unions, and other Interior groups and representatives from GSA and GSI to meet monthly with the goal of making the MIB cafeteria the best in the city. Questions should be directed to **Victor Trilling**, 208-4841.

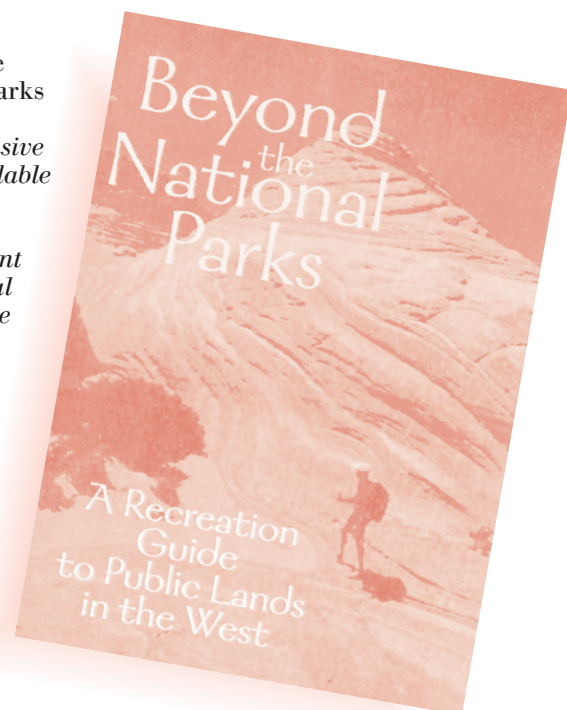
MIB Accessibility: The E Street doors were inspected to ensure that they are properly installed. After referring to the federal accessibility guidelines and consulting with the chairman of the Department's Accessibility Council, the team concluded that the doors, as installed, fully comply with Americans with Disabilities Act requirements and other accessibility standards. Construction began in April to install two ramps to provide accessibility at the E Street entrance; Design for an elevator at the C street entrance is underway to provide accessibility at our 24-hour entrance; Accessible parking spaces in the MIB garage have been added, enlarged, and identified with accessibility symbols; The restrooms on the 2500 side corridors are being retrofitted to comply with accessibility standards. Call **Tom Hoffman**, Facilities Management and Services, 208-5001.

Parking Policy: Bureaus and offices are assigned a specific number of parking space permits for Single Occupancy Vehicles using a priority ranking system. Heads of bureaus and offices allocate these permits and parking locations (MIB, SIB, or Federal Reserve Board) to individuals in their organizations. Before requests for single occupancy vehicles can be considered, permits for Handicapped, Car/Vanpool, Motorcycle, Bicycle, and Official Vehicle are issued. Direct questions to **Steffanie Young**, Facilities Management and Services, 208-7182.



*To communicate with any of the Quality of Life Team members before the next Town Meeting, contact them directly: **John Berry**, 208-4203, ms6130-MIB (Assistant Secretary - Policy, Management and Budget); **Mari Barr**, 208-1738, ms5124-MIB (Deputy Assistant Secretary for Human Resources); **Tim Vigotsky**, 208-6254, ms1344-MIB (Director, Interior Service Center); **Leonard Stull**, 208-5968, ms4513-MIB (Interior Partnership Council, NFFE-Union).*

Beyond the National Parks is the most comprehensive guide available to Bureau of Land Management recreational lands in the West. 18



NEW WEBSITE PUTS CAREER PLANNING AT YOUR FINGERTIPS

Checking out the job market for a better position? Feel you're on the wrong career track? Need help relocating to a new city? Planning to retire soon?



Whatever your interest, Interior's new Career Manager Website—online at the Department's home page—is the place to start. When used with existing department, state, and federal career planning resources, this recently launched Internet site provides one of the most comprehensive, state-of-the-art career transition programs available to federal employees.

The website was created to help employees make a variety of career decisions. It can be especially helpful to those located outside of major urban areas where other sources of career management assistance are not readily available. And it can help users to plan different moves, whether to another federal position, a job in a state or local government, a transition to the private sector, or to retirement.

The site offers 'one stop shopping' with more than 60 new pages of information and links to 35,000 pages elsewhere on the Internet. When the site was tested, one of its most popular features was the personality instrument—the Keirsey Temperament Sorter—which provides users with instant results that can then be connected to potential careers. Other key features include a course on *Developing a Career Strategy* (with exercises and printouts) and links that enable users to check employment classified ads in dozens of newspapers nationwide, compare the cost of living between different cities, find child care almost anywhere in the country, and discover when the next job fair will be held in their city.

The website was officially unveiled at a March 6 Open House at the Main Interior Building in Washington, D.C. **John Berry**, the assistant secretary for Policy, Management and Budget, called the project an important step in improving the quality of services the Department provides employees. Berry has focused on employee quality of life issues as a major goal of his tenure. "The site recognizes that employees have differing career needs and interests and that from time to time they may need to brush up on their job search skills," he said at the dedication.

Berry commended the team from **Tim Vigotsky's** Interior Service Center that designed and developed the website. The group included **Susan Hoffmann**, the former manager of the Denver Learning Center, **Ross Allan**, a contract employee, and **Sandy Rainbolt** and **Dave Pettyjohn**, all employees of the Interior Service Center. Hoffmann, who was on detail for the project, thanked several other employees for their work on the initiative: **Susan Leonard**, the team leader for Training and Development Services, **Fred Nims**, the director of the Career Transition Center, and **Mary Scruggs**, also with the center. Website development is an offshoot of the popular nationwide network of Departmental Learning Centers.



Interior officials unveil the employee Career Manager Website at an Open House. From left, at top, John Berry, assistant secretary for Policy, Management and Budget, and Mari Barr, deputy assistant secretary for Human Resources. Above, Dolores Chacon, the deputy director, Office of Personnel Policy; Berry congratulates the website team of Susan Hoffmann, Ross Allan, Sandy Rainbolt, and Dave Pettyjohn. Photos by Tami Heilemann, ISC

Mari R. Barr, the deputy assistant secretary for Human Resources, praised the innovative team members for their accomplishment. "The Internet site puts information directly into the hands of employees 24 hours a day, 365 days a year," she pointed out. "And it offers more than 7000 new job listings at the federal, state, and local levels as well as new techniques for locating jobs, writing resumes, and improving interviewing skills." The site is a partnership program between Barr's office and the Interior Service Center, under Tim Vigotsky, which operates the Career Transition Center as one of its many Training and Development Services.

Dolores Chacon, deputy director, Office of Personnel Policy, emphasized the evolution of Interior's career transition assistance from the downsizing days of 1995, when the Department began the process that eventually eliminated 12,000 positions. "Because a large number of employees were displaced in the Washington, D.C. area, an onsite career transition center was created at Main Interior," she pointed out.

INFORMATION
TECHNOLOGY



AIR QUALITY EDUCATION POSTER AND WEBSITE

The Air Quality Branch of Fish and Wildlife Service, the Air Resources Division of the Park Service, and the Visual Presentations Group of the Bureau of Reclamation have developed an integrated poster-website called The Brigantine Air Quality Web. The subject of the poster and the associated web pages is air quality and how it affects the wildlife, vegetation, and other resources at the Brigantine Wilderness, a Class I air quality area. The wilderness is part of the Edwin B. Forsythe National Wildlife Refuge, which is on the New Jersey shore, just eleven miles north of Atlantic City. The poster is part of the environmental education materials given to organizations and school groups who visit the refuge. You can visit the new website at www.aqd.nps.gov/ard/fws/brig/brigaq.htm

That center, located in Room 2071, provides employees from Interior and other federal offices in the area career services that include automated access to job listings, software packages for resume development, and staff to guide participants through the job hunting process. Other Interior bureaus set up similar offices in urban areas that had high concentrations of Interior employees.

But the problem remained that such services were not available to many Interior employees scattered around the country, often in remote locations in small numbers. Moreover, some bureaus and offices had scarce resources for providing career transition assistance. In an era of tight budgets and continuing changes in Interior's staffing and structure, the challenge was to provide comprehensive career transition assistance to as many employees as possible with limited funds.

The result was the Career Manager Website. Inexpensively developed, the site—when used in tandem with traditional career and learning centers—makes Interior's career assistance system work better and cost less than a program totally dependent on traditional methods. Where there are large concentrations of employees, smaller offices can be set aside for career training centers at very little cost, as long as there is a computer, Internet access and a web browser, and a printer.

More importantly, the site is available to any Interior employee at any location. Even employees who are unfamiliar with the Internet can learn how to use the site. After someone helps them to log onto the Internet and reach the website, they can take a short course on using the Internet by clicking on the *Guide to Web Browsing*. Users can quickly find the information they need using a *Table of Contents* that appears not only on the site's home page, but also on each main topic page.

Cancer, Coal, and Cooking

Sharon Crowley

In a study with global implications, U.S. Geological Survey scientists are analyzing samples of coal from China to help the National Cancer Institute to determine if there is a link between increased rates of cancer of the esophagus and the coal that rural Chinese use to cook their food. More than one billion people throughout the world cook food on coal-fired ovens.

Esophageal cancer is a common fatal cancer and the fourth leading cause of cancer death in China. In the United States, esophageal cancer is the fourth most common cause of cancer death among African-American men and the eighth leading cause of cancer death in men of all races.

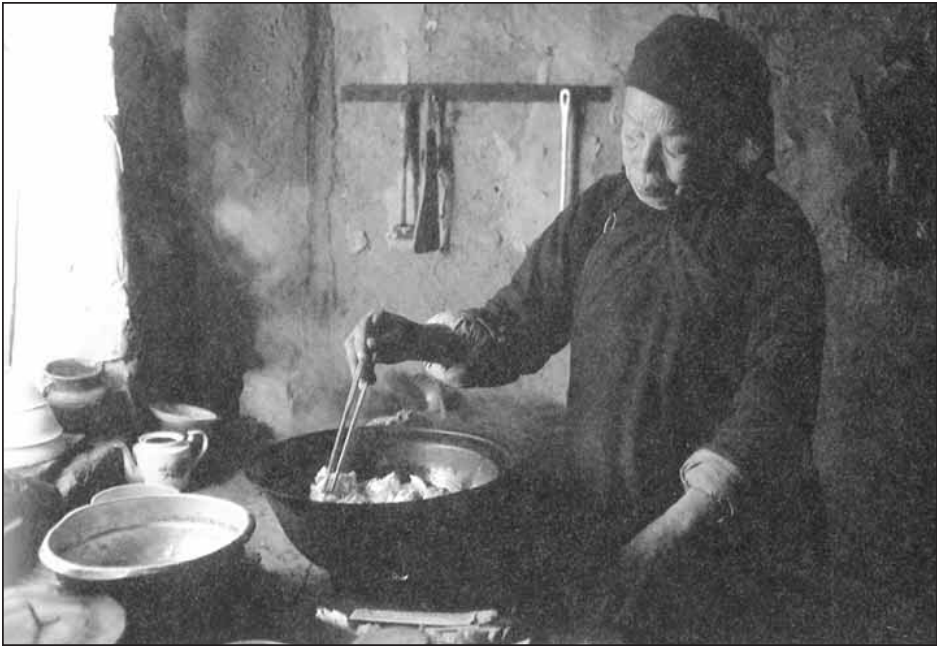
The county of Linxian (in Henan province of north-central China) has some of the highest rates of esophageal cancer in the world, with annual age-adjusted mortality rates up to 169 per 100,000 and cumulative death rates by age 75 of more than 20 percent in both sexes. Many studies have been carried out in Linxian over the past 40 years, but the dominant causative agents remain unclear.

Preliminary results of studies by the National Cancer Institute support the hypothesis that this region's high cancer rate may be related to long-term, high-level exposure to polycyclic aromatic hydrocarbons (PAHs), by breathing airborne pollution and eating food cooked on coal-fired ovens.

An interagency agreement between the USGS and the National Cancer Institute has recently been established to determine if a relationship exists between the type of coal being used in rural Chinese homes and Linxian's high rates of esophageal cancer.

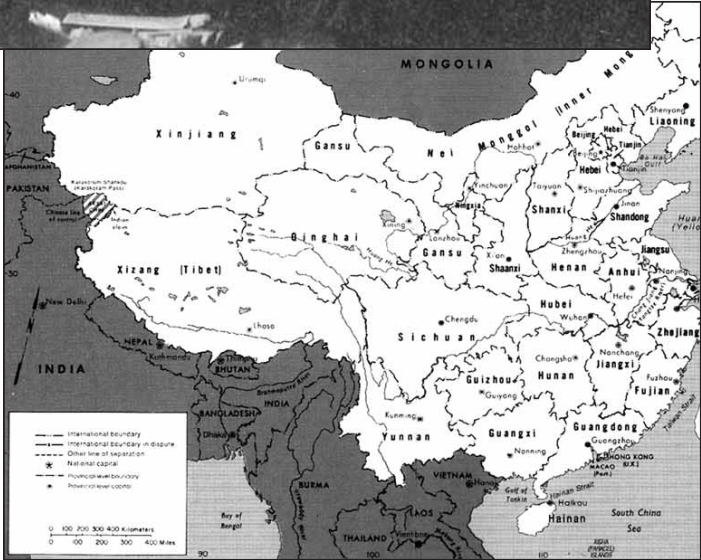
The USGS is currently analyzing samples of coal obtained from this high-risk region and comparing them to coal samples from the low-risk region of Geiju, China, to determine which characteristics of the coal, if any, are associated with increased carcinogenesis. The work involves characterizing the coal samples using microscopy, organic chemistry, chemistry, and mineralogy.


Toxic organic compounds that are known carcinogens (such as PAHs) are being studied using sophisticated techniques such as gas chromatography, mass spectroscopy, and



pyrolysis in extracts of whole coal, smoke particulates, gases from coal combustion, or other related samples. Microscopic examination of the coal allows for the characterization of plant components in samples from the high risk and low risk regions.

Preliminary results indicate that coal samples from the high-risk region are a different rank than coal samples from the low-risk region. Chemical analysis (for approximately 50 elements including arsenic, mercury, lead, nickel, chromium, and selenium) and mineralogical analysis (using X-ray diffraction and scanning electron microscopy-energy dispersive analysis) are also in progress to further characterize the coal samples.





Siskiyou Fritillaria
(*Frillaria glauca*)

CONSERVING NATIVE PLANTS

Do you take aspirin? Play baseball? Eat strawberries? Need clean air and water? If you answered yes to any of these questions, you rely on native plants. From the tropical rain forests to your backyard, plants provide us food, medicines, jobs, and places of beauty and peace.

But many of these places—and the plants that grow there—are in danger. Scientists believe that the current global rate of plant extinction is unprecedented. The World Conservation Union's worldwide survey found that 380 plant species have become extinct in the wild, while 12.5 percent of nearly 34,000 species are threatened. That estimate is considered extremely conservative because of the low level of plant research in Asia, Africa, and South America, compared to the United States, where the study found that 29 percent of the 16,000 plant species risk extinction.

Native plants have been disappearing from American backyards at an alarming rate. Since the 1800s, the United States has lost close to 200 plant species. Of the 5,000 species now vulnerable to extinction, more than 600 are on the federal

threatened and endangered species list. These plants are disappearing because we are destroying their habitats. Concern over their plight has brought together a variety of people and groups dedicated to preserving native North American plants and their habitats. This effort requires cooperation among government agencies, private groups, and the public.

A national organization, **The Native Plant Conservation Initiative**, brings together public and private organizations dedicated to preserving native plants in this country. The group coordinates the work of federal agencies and private cooperators to develop solutions to our plant extinction crisis. The initiative embodies the axiom 'think globally, act locally.' Federal plant conservation resources are pooled at the national level to provide a focused, strategic approach to plant conservation at the local level on public and private lands, eliminating duplication of effort and increasing the effectiveness of these programs. For information, write to: Native Plant Conservation Initiative, 1849 C Street, NW, Room 3223, Washington, D.C., 20240-0001 or check out the website at www.aqd.nps.gov/npci

SPAWNING THE NEXT GENERATION OF GREAT LAKES' TROUT

Mike Donofrio, Keweenaw Bay Indian Fish Hatchery Manager
Dale Bast, Iron River National Fish Hatchery Manager

A cooperative agreement between the Keweenaw Bay Indian Fish Hatchery and the Fish and Wildlife Service has produced a new generation of wild lake trout destined to become the brood stock of the future.

Using eggs collected and fertilized on three different Lake Superior reefs, the cold, clear waters of the Keweenaw Hatchery fostered three new batches of trout fry. The reefs were Klondike, north of Grand Marais, Michigan; Traverse Island in Keweenaw Bay; and Gull Island Shoal in the Apostle Islands, Wisconsin.

"The incubation process involves placing the eggs in vertical incubation trays for approximately 60 days and then, as the newly hatched fish, called 'sac-fry,' increase their mobility, they're placed in 100-gallon rearing tanks," said Keweenaw Bay Hatchery Manager **Mike Donofrio**. "The fry are given a high-protein diet to ensure proper development."

Tribal staff nurtured the eggs during an extended incubation period, then transferred the young fish to tanks in January. The lake trout, representing three distinct strains now measure just over an inch long. Once they reach a pound in weight, 6,000 of the

fish will be turned over to the Service's Iron River National Fish Hatchery in northern Wisconsin.

The wild fish are very important to the lake trout fishery's future. "These young fish become the brood stock for the next generation of lake trout," explained **Dale Bast**, manager of the Iron River Hatchery. "They'll be stocked back into parts of the Great Lakes where wild fish aren't reproducing in sufficient numbers. Along with sea lamprey control and habitat restoration, periodic stocking of lake trout is critical toward restoring wild lake trout populations in Lakes Superior, Huron, and Michigan."

The fish-rearing process is part of a 2-year partnership agreement between the Keweenaw Bay Indian Community and the Service. The Service relies on the Community to isolate the three strains of lake trout for use as future brood stock. Three federal health inspections during the next 18 months will ensure the fry are disease-free before being transferred to Iron River National Fish Hatchery.

In exchange, the Service will provide 100,000 yearling lake trout and 7,000 yearling brook trout from the hatchery to Keweenaw Bay and the Community's reservation waters. The fry will grow about one-half to three-quarters of an inch each month and will undergo their first health inspection this spring.

USGS TARGETS WESTERN WEEDS

Gail Keirn

Invasive plants, commonly called exotic plants or weeds, greatly limit the value of lands for uses such as agriculture, grazing, recreation, and wildlife habitat. They also cause the decline of some native plant and animal species and the degradation of lands through increased susceptibility to erosion, fire, disease, and insect infestation. Scientists estimate that the habitat of two-thirds of all threatened and endangered species is threatened by invasive species.

The Midcontinent Ecological Science Center's research, focusing on several public lands in Colorado, Utah, and Wyoming, involves the monitoring of invasive plants, developing methods for controlling them in riparian and wetland habitats, and understanding the role of the beaver in controlling saltcedar, an invasive tree species. The research provides a means to assess and monitor changes resulting from specific land management and research actions.

In addition to the Midcontinent Center, three other USGS science centers are studying invasive species. The Northern Prairie Wildlife Research Center is evaluating methods for controlling Canada thistle and leafy spurge on public lands in the northern Great

Plains. The Western Ecological Research Center is studying a variety of topics, including the impacts of invasive weeds on desert tortoises and stream channel dynamics, as well as the competitive effects of invasive plants on native vegetation in the Mojave Desert. The Pacific Islands Ecosystem Research Center is studying the ecology, spread, and impacts of invasive weeds in the Hawaiian Islands. The following summaries describe the three studies being conducted by the scientists at the Midcontinent Center:

Monitoring Invasive Plants: Few Interior-managed lands have distribution maps for invasive plants, while most lack detailed information on the ecology, biogeography, and extent of these plants on their lands. This information is critical, however, to understand and evaluate the threat of invasive plants to native plant diversity, wildlife populations, and ecosystem structure and function.



Scientists at the USGS Midcontinent Science Center explore how beaver may help to control the spread of saltcedar by creating dams, above, and providing a suitable seedbed for native species, such as willow. Russian knapweed, below, is one of many invasive weeds that threaten native plant diversity on public lands.

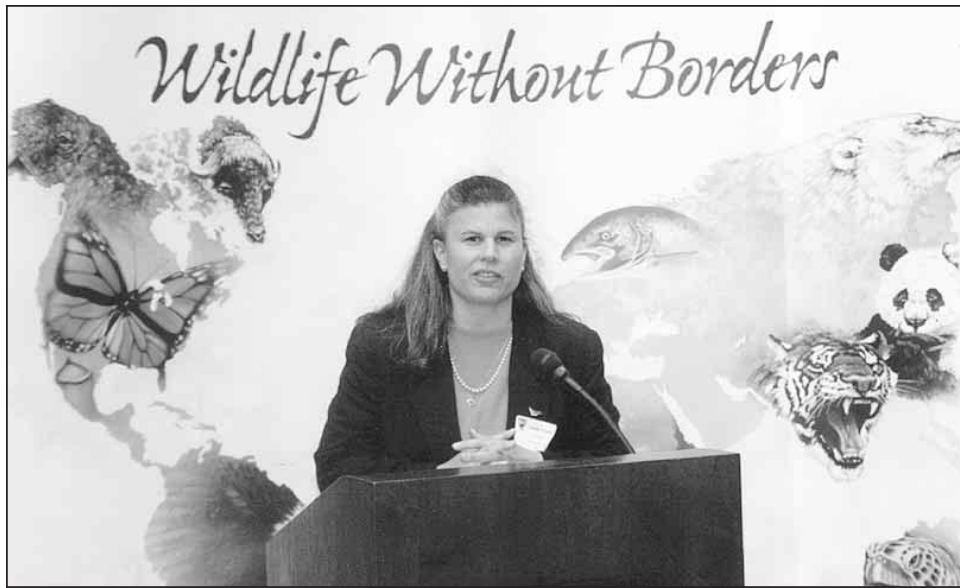


Midcontinent Center scientists are collecting data that are necessary to assess invaded areas and susceptible habitats such as riparian areas, burned areas, heavily grazed sites, and invulnerable soil/geology types in many public lands using standardized, multi-scale techniques. The information will provide a basis for future monitoring to detect the spread and increased abundance of invasive species. In addition, models of invasibility developed from this study will help identify habitat types, soil characteristics, and other factors, such as heavy grazing and burning, that may make sites especially susceptible to the spread of invasive species and, thus, high priority candidates for future monitoring. *By Tom Stohlgren*

Weed Control in Riparian and Wetland Habitats: In recent years management and restoration activities on public lands have been compromised by increasing populations of invasive or weedy plants. This problem is especially severe in riparian areas and seasonally flooded wetlands because the high rate of disturbance from floods and active management creates many opportunities for invasive plants to become established.

Through a series of laboratory and field studies, Midcontinent Center scientists are studying the ecology of select weed species, such as saltcedar and tall whitetop, and how they can be managed in the context of streamflow fluctuations, soil disturbance patterns, and other ecosystem processes. The information will assist resource managers in developing riparian restoration methods that minimize the establishment of these invasive species. *By Murray Laubhan*

The Role of the Beaver in Controlling Saltcedar: Midcontinent Center scientists are exploring how beaver may help control the spread of saltcedar by creating a competitive advantage for native willow plants. Colonizing beaver build dams from saltcedar that trap sediment and raise the water table, providing a proper seedbed for both willow and saltcedar. Although willow may be initially outnumbered by saltcedar at the seedling stage, repeated inundation by constantly changing dam locations eventually creates a competitive advantage for willow. Information from further studies of beaver interactions with willow and saltcedar will aid in the development of a predictive model which describes where and how inundation by beaver, or other methods, might be used to control the spread of saltcedar. *By Bruce Baker*



American caviar consumers can help in the international effort to block the illegal trade in Sturgeon eggs, FWS Director Jamie Rappaport Clark told national media. "If we don't save the sturgeon now, there won't be any caviar for future generations to enjoy."

New Caviar Import Measures Protect Imperiled Sturgeon

Patricia Fisher

Wild sturgeon, in peril due to over-harvesting of their eggs to support a rampant illegal market in caviar, will receive greater protection from a new international initiative. Fish and Wildlife Service Director **Jamie Rappaport Clark** visited the Aquarium for Wildlife Conservation in New York and appeared on the *Today Show* March 26 to announce new regulations designed to curtail the devastating illegal trade and protect sturgeon populations.

"Sturgeon are living fossils," Clark said during the event held at the Aquarium. "These magnificent fish survived the catastrophe that wiped out the dinosaurs and most of the other species existing 65 million years ago. But in the space of one century, we may do what nature could not—drive this fish to extinction."

The new measures are the main thrust of an international effort to protect wild populations of sturgeon, especially Caspian Sea species that are reputed to produce the world's finest caviar. Nearly a year ago, the United States and the 142 other member nations of the Convention on International Trade In Endangered Species (CITES), initiated action to halt this precipitous decline. The CITES treaty protects globally traded animals and plants from over-exploitation.

The United States, an importer and a sturgeon range country, accounts for about 30 percent of the world caviar market. Most of the caviar sold here is imported, with 70 percent coming from Russia. The United States and Germany, two of the leading caviar-consuming countries, spearheaded the proposal to give wild sturgeon protection under CITES. Unanimously accepted, the governments placed all species of sturgeon that were not previously included on the treaty's Appendix II, a listing that sets in motion trade controls through a system of permits.

Beginning April 1, all caviar imported into the United States must have valid CITES export permits from the country of origin. Also, all caviar exported from this country must be accompanied by CITES export permits. The United States has a small but growing domestic caviar production industry using native white sturgeons, paddlefish, and other species. When countries issue CITES export permits, they guarantee that the caviar in the shipment has been legally acquired and is not detrimental to the survival of wild sturgeon.

"The eggs from Caspian Sea sturgeon feed the multimillion-dollar caviar industry," Clark said. "The Service believes that more than 50 percent of that trade is illegal." Unsettled economic conditions in the countries surrounding the Caspian Sea contribute to this flourishing illegal trade as well-financed illegal operators pay local people to over-harvest the fish.

"The Service is determined to do its part to put these criminal elements out of business," Clark vowed. "The Service's Division of Law Enforcement will see to it that illegal shipments do not enter or leave this country." All imports of caviar will be examined by Service wildlife inspectors to make certain that CITES permits are valid. This means that the type of caviar in the shipment must be from the same species listed on the permit. If the shipment does not match, it will be declared illegal and seized.

In addition, biologists at the Service's state-of-the-art forensics laboratory in Oregon have developed a method of DNA analysis to identify which species of sturgeon produced the caviar being tested. When a shipment enters a U.S. port, Service wildlife inspectors may remove a small amount of caviar and send it to the forensics laboratory for immediate analysis. If the sample is found to be illegal or does not match the stated species, the shipment will be seized and the importer prosecuted for violating federal wildlife laws.

To help other countries and organizations cooperating in this global effort, the Service plans to offer, at no cost via the Internet and other means, the techniques necessary to identify caviar by DNA analysis. American caviar consumers will also benefit. Illegal caviar reaching the marketplace is labeled as containing the finest quality eggs. However, it is often an adulterated mix of inferior quality roe. This DNA analysis will help ensure that the quality of caviar consumers are paying for is what they are actually getting and is from legal harvests.

Environmental Education Changes The Lives of Job Corps Students

Kim Lambert

INDIAHOMA, Okla.—Treasure Lake Job Corps students recently experienced the complexity of environmental issues first-hand when a local nursery owner offered \$3 a pound for acorns gathered from Wichita Mountains National Wildlife Refuge.

Several students began collecting large bags of acorns but others realized the impact this would have on the animals that depend on the acorns for winter food. The students brought the issue to the attention of environmental education instructor **Randy Hale**. The matter was then discussed with the director of the Treasure Lake Job Corps Civilian Conservation Center. And finally, the nursery owner was informed that the project violated refuge rules and he would be fined if it continued.

“The incident demonstrated the highest level of environmental literacy in action,” said Hale, who serves as the students’ champion, confidant, and mentor. “Students on both sides of the issue successfully participated in a situation in which conflict was confronted and resolved through leadership, negotiation, and cooperation.” But that result might not have been possible without the training the students had received from a pilot environmental education program.

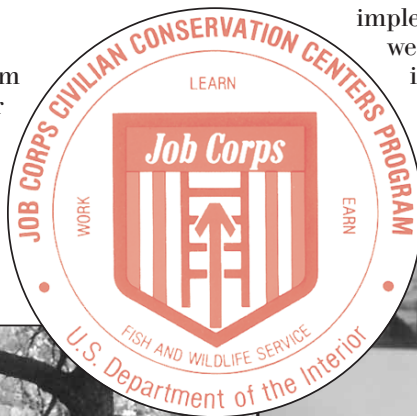
Since June 1995, the Fish and Wildlife Service’s Environmental Education Pilot Program has provided more than 3,200 Treasure Lake Job Corps students an understanding of their relationship with the environment and an ability to make responsible decisions in their chosen vocations and other aspects of their lives. And the training has brought positive changes in students’ attitudes, actions, and personal values.

The Job Corps is a national residential education and training initiative for unemployed and undereducated youths, ages 16-24. It has been one of the most successful national youth programs, providing intensive training in work skills, academic skills, and life skills to tens of thousands of students each year. The Service’s pilot project is unique because it is the only known residential at-risk youth environmental education program in the nation. The curriculum has a strong foundation in the biological sciences and integrates work in the field, creative writing, and analysis of environmental issues.

Students are immersed in the Wichita Mountains environment through hands-on experiences and activity-oriented curriculum. Hale takes new students on field trips in the refuge to introduce them to basic environmental concepts. Activities range from encountering a herd of buffalo or longhorn cattle to studying the effects of a range fire. Indoor activities include watching and discussing wildlife videos; discussing environmental issues; using microscopes to study and draw insects and aquatic microorganisms; using computers to write letters, poetry, and stories; designing and building bird feeders; and using the library of field guides and natural history books to find subjects to draw, paint, and study.

The students are taught to analyze environmental issues from all viewpoints and apply their knowledge to teach other students the importance of a healthy environment. More than 1,600 area schoolchildren have benefited from Job Corps students teaching at county fairs, 4-H programs, and selected trips to Wichita Mountains National Wildlife Refuge. Treasure Lake students are so enthusiastic about the program that they renamed their dorms Elk, Buffalo, Deer, and Bobcat.

Far right, Mike Rogers, standing, and Charles Diers use a microscope donated by Ft. Sill to conduct a water quality experiment. Right, Job Corps student Kevitral Russell explains prairie dog behavior as Walters, Oklahoma, elementary school students try to imitate the animal’s actions. Below right, Job Corps students Robert Jones, foreground, and Tarsiemon Kverage show Walters, Oklahoma, elementary school students some of the animals found at Wichita Mountains National Wildlife Refuge.



ROUNDTABLES PROMOTE RECREATIONAL FISHING

Eric Eckl

A coalition of federal agencies co-chaired by the Fish and Wildlife Service and the National Marine Fisheries Service has begun a nationwide series of roundtables aimed at identifying opportunities for the Federal Government to improve aquatic habitats and increase recreational fishing opportunities for the public.

“The roundtables address ways to increase angling opportunities on public and private land in the near term, using existing resources,” said **Bob Batky**, recreational fisheries coordinator for the Fish and Wildlife Service. “We are first going to identify steps that we can take with our partners right away and then lay the groundwork for new budget initiatives. These roundtables will go a long way toward fulfilling our obligations under the Executive Order.”

President Clinton’s 1995 Executive Order 12962 established the National Recreational Fisheries Coordination Council, which includes agencies from within the Departments of the Interior, Commerce, Agriculture, Energy, Transportation, and Defense and the U.S. Environmental Protection Agency. The roundtables provide a means of bringing the council together with state and Tribal fisheries managers, sporting clubs, conservation groups, and the sportfishing industry to identify new opportunities to improve recreational fishing.

“The Department brings a lot to the table—holding large amounts of land, having significant influence over water quality, and being able to improve fish populations,” Batky noted. In addition to the Fish and Wildlife Service, Interior bureaus involved in the initiative include the Bureau of Land Management, the National Park Service, the Bureau of Reclamation, the Bureau of Indian Affairs, and the Biological Resources Division of the U.S. Geological Survey.

“Much of the early work establishing the council and developing the nationwide Recreational Fishery Resources Conservation Plan took place in Washington,” Batky explained. “The roundtables give us the opportunity to involve field managers in implementing the Executive Order and achieving results on the ground.”

Before the program was established, students at the center were unaware of the value of a healthy environment and often engaged in activities that damaged the surrounding refuge habitat, according to a study by Cameron University of Lawton, Oklahoma. As a result of their participation in the program, the students gained a sense of ownership and pride in the refuge. In all of the written and oral information gathered by the assessment, there was not a single negative comment or criticism. The results indicate that expanding this pilot program to other Job Corps centers is a worthy goal.

“This project is truly multi-cultural, reaching populations that the Fish and Wildlife Service has been previously unable to serve,” noted Hale. “When we first looked into implementing an environmental education program for the Treasure Lake Job Corps, we were somewhat reluctant to take on yet another major project. However, this initiative has proven to be extremely fulfilling and satisfying on both a personal and professional basis.”

“This program has worked miracles,” said Refuge Manager **Sam Waldstein**, who noted that the training is innovative in technique, creative in application, and brings real results. It has decreased, and in some cases eliminated, negative impacts on the refuge resources and students leave the training with a sense of their place in the environment, a strong ethic of responsible environmental action, and a deep respect for the refuge’s unique ecological interactions. These students then serve as role models for their communities.

The program has received several honors, including: a \$90,000 challenge grant for program expansion in 1996 from the National Fish and Wildlife Foundation; an invitation last year from The North American Association of Environmental Education for Hale to present a project overview at an international conference for environmental educators in Vancouver, British Columbia, Canada; and the National Association of Conservation Districts showcased the project in its publication on the Top Ten Environmental Education Programs in the Nation.

Student support for the environmental program was illustrated on the day **Jamie Rappaport Clark** was sworn in as FWS director. Student Government representatives from Treasure Lake

met with her to express concern about the potential loss of the program at their center. They provided Clark with background and explained the positive impact that it had on their lives. They wanted her to know that they considered the program one of the best experiences the Job Corps had to offer, and they wanted other students to be able to have the same enrichment.

Charles Diers, a Job Corps student, summed it up this way: “The environmental classes have taught me a lot about nature and how to care for it. We need these classes.”

Kim Lambert, a program manager in the FWS Job Corps Office, reports that plans for a ceremony to celebrate the achievements of the pilot program and its conversion into a new model program are now under way.

Celebrating the Women's Rights Movement

Women's Rights National Historical Park (New York) will present a series of events, exhibits, performances, speakers, conferences and activities in 1998 to celebrate the sesquicentennial of the first Woman's Rights Convention, held July 19th – 20th, 1848.

This Convention marked the formal beginnings of the women's rights movement. The right to vote, own property, earn and keep wages, have custody of children, and obtain an education were among the demands presented at the Convention. Suffrage leaders **Elizabeth Cady Stanton**, **Lucretia Mott**, and **Susan B. Anthony**, who were Convention leaders, will be honored by a year-long exhibit in the park's visitor center that features their statutes. The marble busts were models for Adelaide Johnson's Suffrage Statue currently on display in the Rotunda of the Capitol in Washington.

A Colloquium on Women's Rights Issues, co-sponsored by the Susan B. Anthony Center at the University of Rochester, is taking place monthly at the park through June. Topics include domestic violence issues (which is specially co-sponsored by the Seneca Against Violence Coalition), gender equity in education, women in sports, women in spirituality, and women in non-traditional careers.

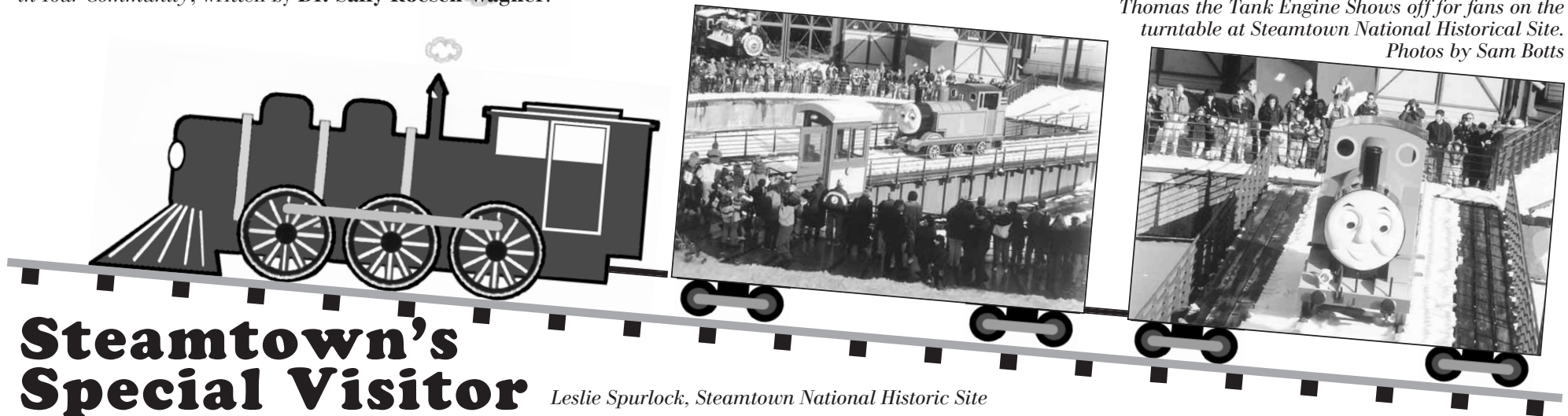
"We are also very excited about three new curriculum-based education programs we will be distributing to schools this year," said superintendent **Joanne Hanley**. The teacher's guides which will be available are *Be Your Own Historian: Seneca Falls and the 1848 Convention*, written by **Dr. Judy Wellman** of SUNY Oswego; *Elizabeth M'Clintock, Entrepreneurial Woman*, which was developed under the Parks as Classrooms program; and *Celebrating Your Cultural Heritage: Telling the Untold Stories in Your Community*, written by **Dr. Sally Roesch Wagner**.

The untold story of the influence of the Iroquois women on the early women's rights movement will be an example explained at Seneca Falls. The year's highlight will be the park's participation in **Celebrate '98**, July 16th-19th, the official 150th anniversary celebration in Seneca Falls. In partnership with Celebrate '98, the park will host many activities, including daily historical dramas, performances, and reenactments.

The Stanton Symposium will feature a panel of scholars who were interviewed for the Elizabeth Cady Stanton/Susan B. Anthony documentary, to be produced by **Ken Burns** and aired in 1999. The park, along with the National Women's Hall of Fame, will host the Speaker's Pavilion on the Stanton Home grounds. For more information, contact **MaryEllen Snyder** at (315) 568-2179.



Thomas the Tank Engine Shows off for fans on the turntable at Steamtown National Historical Site. Photos by Sam Botts



Steamtown's Special Visitor

Leslie Spurlock, Steamtown National Historic Site

There was no doubt about how popular this celebrity was with children. He got hugs. He got kisses. And it only took a little motor oil to keep him happy. Then again, if you're **Thomas the Tank Engine**, that's all you need.

Steamtown National Historic Site, in Scranton, Pennsylvania, hosted a week-long visit from Thomas earlier this year. Despite having to close one day during this period due to heavy snow conditions, more than 18,000 people came to the park to see the famous blue engine. Thomas was built by the National Railroad Museum in Green Bay, Wisconsin, and is licensed by Britt Allcroft, in England. **Ray Sauvey**, working for the University of Scranton, a cooperating partner with Steamtown National Historic Site, knew of Thomas's fame and was a major player in getting the popular little engine featured on the Shining Time Station™ program to visit the park.

To make the visit by Thomas extra special for the many children who came to see him, volunteers of the Steamtown Volunteer Association took turns portraying **Sir Topham Hatt**, the man who runs the railroad where the little blue locomotive works. At times it was difficult to say who was the most popular with the visitors, Thomas or Sir Topham Hatt, as both were enthusiastically greeted with affection and delight. As visitors lined up daily to pay the museum entry fee, it quickly became apparent that numerous adults hadn't told their children that Thomas was visiting the park. With hushed voices, they told park staff and volunteers who greeted them at the fee booth that the child(ren)

didn't know about Thomas. It was going to be a surprise. Countless squeals of delight rewarded all of the adults as their children caught sight of the full-sized, smiling Thomas that awaited them inside the core complex.

Many of the visitors who came to see the famous storybook engine were from out of state, including Michigan, Maryland, Connecticut, New Jersey and New York. "A good number of the people who came during the time Thomas was here were first-time visitors," said Superintendent **Terry Gess**. "Over and over many of them told our staff how impressed they were with Steamtown and that they (the visitors) were unaware that a railroad museum of this quality existed in Scranton. Many also told our park staff that they'll be returning this summer to have a longer stay at the museums and experience the live steam we operate here."

Steamtown has added several annual special events to its normal yearly park operations, including such highlights as visits by state-of-the-art Amtrak equipment, antique fire engines, and WWII reenactors. All special events are uniquely linked to the history of steam railroading in the United States, but because of their broader appeal, they bring more than the traditional rail fans into the park. Universally, the result is that these first-time visitors are both surprised and pleased with what they find at Steamtown, and they frequently return to see the park at another time.

GLOBETROTTERS THRILL CHILDREN & ADULTS AT GATEWAY GATHERING

'Sweet Georgia Brown,' accompanied by hearty laughter, continual applause, loud oohs and ahs, and excited cheers, echoed throughout the Floyd Bennett Field gym as the famed Harlem Globetrotters entertained, flabbergasted, and enlightened 300 children, parents, and adult chaperons.

The Globetrotters spent two hours dribbling, slam dunking, shooting hoops from the opposite end of the court, going through their well-known drills to the music of their universally recognized theme song, and performing other on and off the court antics to the delight of the entire crowd. They also added another dimension to their show. Each member of the team prefaced his performance by addressing the crowd about the need to stay in school, stay away from drugs, and work hard.

Tex Harrison, Globetrotters coach, told the audience, in fact, that success isn't just luck but is the combination of preparation and opportunity. "Nothing comes to the sleeper," he told the audience, "but a dream." Stressing the value of education, he added that a prerequisite for becoming a Harlem Globetrotter is a college education. He then listed all the colleges from which the team members graduated.

The Globetrotters were invited to Gateway National Recreation Area by **Roman Turman**, a ranger on the Gateway staff, who was Harrison's teammate when both played for the Globetrotters. Turman was a center and later played in the National Basketball Association.

The Feb. 14 performance at Gateway was not merely a spectator sport. The team invited youngsters from the audience to share the basketball court with them as they showed them how to dribble, pass, toss the ball under their legs and behind their backs.

Following the performance, the Trotters posed for informal pictures with the audience and signed autographs on basketballs, caps, jerseys, albums, and notebooks.

The Harlem Globetrotters were formed in 1927 in Illinois. Recent polls ranked them the "most liked and recognized sports team in America." They have performed in 114 countries before more than 100 million people. But to the youngsters from Brooklyn and Queens, New York who came to the exhibition at Gateway, it was the most important appearance in the team's 71-year history. This was evidenced by the fact that people lined up at 6:30 a.m., 90 minutes before the doors opened to the public, and the crowd lingered in the gym long after the team departed for New Jersey's Meadowlands.

"The graciousness, kindness, and professionalism of the Globetrotters coupled with their skills, talents, and educational message certainly made a long-lasting impression on all of us," said a parent, who noted her family would never forget the event.



Members of the Harlem Globetrotters ended their two-hour exhibition at the Gateway NRA by posing with youngsters and signing autographs. Photos by Roger Scott

Fisheries Project Highlights Havasu's Multiple Uses

Bob Walsh, Lower Colorado Region, Bureau of Reclamation

On an uncharacteristically cold, windy, and rainy day, a collection of federal, state, and private sector representatives gathered at Lake Havasu on the lower Colorado River to dedicate phase one of the new Mesquite Bay recreational fishing facility. Despite the weather, the project has been warmly endorsed and supported by both conservationists and fishing enthusiasts.

Located at Havasu National Wildlife Refuge about three miles north of Lake Havasu City, Arizona, Mesquite Bay is one of several recreational access fishing sites planned for development as part of the Lake Havasu Fisheries Improvement Project. The primary objective of the initiative is to provide increased recreational opportunities for the public at Lake Havasu. This is being accomplished through construction of foot trails, fishing piers, roads, and other facilities. The project also is designed to help re-establish populations of the endangered razorback sucker and bonytail chub in the lake.

Partners in the \$28.5 million, 10-year project include the Bureau of Land Management, Anglers United, Bureau of Reclamation, Arizona Game and Fish Department, California Department of Fish and Game, U.S. Fish and Wildlife Service, and Metropolitan Water District of Southern California. The facilities that were dedicated on Feb. 20 include a fishing pier that extends 150 feet into the cove, a paved parking lot, restrooms and a 1000-foot-long, 6-foot-wide concrete walkway connecting the pier to the parking lot.

Shaded areas along the walkway provide visitors a chance to rest out of the sun, and information kiosks and other interpretive signs installed along the walkway by the U.S. Fish and Wildlife Service educate visitors about the area, fish species in the lake, and local plants. All facilities are fully accessible to people with disabilities.

Most of the work at the site was accomplished by the Fish and Wildlife Service, Bureau of Land Management, Reclamation, and a contingent of U.S. Marines from Yuma, Arizona. But volunteers also played a substantial role, contributing 70,000 hours—almost eight years—of work. A similar recreation site is being developed about a half of a mile south of Mesquite Bay. This site, however, will be a more remote, requiring a three-quarter-mile overland hike to reach it.

Lake Havasu began forming in Oct. 1938, after the gates were closed at Parker Dam. It serves as the reservoir from which the Metropolitan Water District of Southern California and the Central Arizona Project deliver Colorado River water into southern

Lake Havasu, an artificial lake on the Lower Colorado, meets the water distribution, wildlife restoration, and recreational needs of major Southwestern communities.



State and federal dignitaries prepare to cut the ribbon on the fully disabilities-accessible fishing pier at Mesquite Bay, Havasu National Wildlife Refuge. From left are Blaine Hamann, Reclamation; Dave LaMorte, Anglers United; Duane Shroufe, Arizona Game and Fish; Jaime Provencio, BLM; Geoff Haskett, FWS; Terry Foreman, California Fish and Game; Gary Bauer, BLM; and Colonel Blackledge, U.S. Marine Corps. Photo by Andy Pernick, Lower Colorado Region

California and Arizona's central and southern regions. Lake Havasu also is a major attraction for boaters, fishermen, and others who enjoy water-based recreation.

A portion of the Havasu National Wildlife Refuge is located at the north end of the lake. The refuge was established in 1941, three years after the reservoir began filling. Lake Havasu, the Colorado River, and its backwaters provide 300 miles of shoreline in the refuge, a valuable ecosystem in the harsh Mohave Desert environment.

National Xeriscape Project Targets Homeowners' Water Conservation



Allen Whitley, Oklahoma-Texas Area Office, Bureau of Reclamation

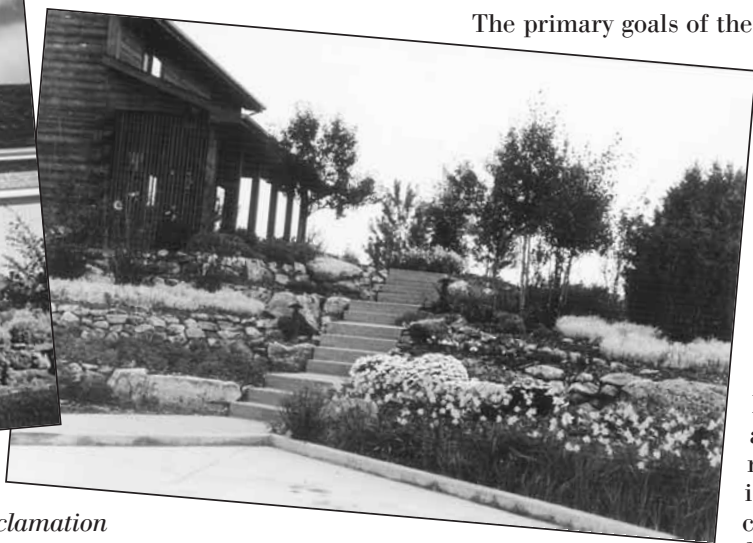
As demands for water have increased and supplies have remained constant or diminished, city resource planners, especially those in arid and semi-arid climates, have sought innovative methods for using water supplies more efficiently. Methods for reducing indoor water use have resulted in low-flow toilets that use 1.6 gallons per flush, clothes washers with a horizontal axis that use approximately 40 percent less water than conventional washers, and low-flow showerheads and aerators.

A large percentage of water used by most average homeowners, however, is for irrigating lawns, bushes, plants, and trees. For example, Colorado Springs, Colorado, uses about 40 percent of its water to irrigate lawns and shrubbery. While reducing watering and adjusting watering rates and times to coordinate with local weather conditions cuts down on outdoor water use, these methods are sometimes temporary and require the homeowner to monitor the watering process quite frequently. Another more permanent solution that requires less frequent monitoring is Xeriscape.

Derived from the Greek word *xeros* (meaning dry), Xeriscape was introduced by Denver Water in 1980 as a way to characterize water-efficient landscaping, and most often landscaping that is more climate appropriate. Unfortunately, most people have the impression that Xeriscape means rocks and dry brush. Their response—"it's ugly, it's brown, and it's not for me"—is a common misperception. A proper Xeriscape is creatively designed, lush, and colorful. It can reduce maintenance, although the final design will determine maintenance requirements.

The Bureau of Reclamation's efforts in evaluating Xeriscape has culminated in the National Xeriscape Demonstration Program—a cost-share cooperative effort among Reclamation and several different cities. In the program, water managers collect data from various demonstration projects on the cost, yield, and reliability of water use savings from the installation of Xeriscapes. Once completed, the results will be available to municipalities interested in implementing Xeriscape programs.

Xeriscaping in different settings with varying amounts of turf, as shown in examples here, can provide a beautiful and unique landscape for all homeowners.



The primary goals of the demonstration program are to: conduct consistent investigations at multiple sites in different geographic and municipal settings of the West; conduct a summary evaluation of demonstration features common to all field projects; and develop a computer model that uses local data as inputs to assess the benefits of Xeriscape at municipalities of the western United States.

To meet these goals, the program has been divided into two phases. Phase I, which is occurring now, will evaluate water savings, cost, and reliability of Xeriscape. Water audits will be conducted and a Xeriscape database established. Phase II will study and test marketing strategies, incentives, and regulatory measures associated with the implementation of Xeriscape programs in new construction and retrofits of existing landscapes. The demonstration projects, which are all in Phase I except Austin (which is in Phase II), are located in Austin, Texas; Phoenix, Arizona; Las Vegas, Nevada; Denver, Colorado and vicinity; and Fargo, North Dakota. These projects will provide the data to be evaluated in the study.

There are several basic strategies for a successful Xeriscape. Whether you live as far south as McAllen, Texas, or as far north as Grand Forks, North Dakota, the same seven fundamentals apply:

- Plan Your Design**—Determine your personal preferences in plants and how you plan to use your landscape, existing plants, and maintenance requirements.
- Improve Soil**—Adding organic matter will improve soil conditions, soil absorption, and water holding capacity.
- Keep Turf Areas Practical**—Reduce turf areas that are not used for practical purposes. Mowing and fertilizing grass—especially in areas that aren't used—is energy-inefficient and pollutant.
- Select Low Water Use Plants**—There are a large number of attractive trees, plants, and shrubs that require little to no irrigation.
- Irrigate Efficiently**—Plan sprinkler placement; group plants according to water needs; and water turf with sprinklers and trees, shrubs, and flowers with low volume drip, spray, or microspray irrigation.
- Use Mulches**—Three to four inches of mulch reduces watering demands, weeds, and erosion. Planting beds using mulch can replace turf. Do not use plastic which limits air and water flow to plants' roots.
- Practice Maintenance**—A well-planned Xeriscape reduces maintenance time and cost, but isn't maintenance-free; proper care, weeding, fertilizing, and irrigation are required.

For more information on the National Xeriscape Demonstration Program, contact Reclamation's program coordinator **Jon Medina** at (303) 445-2488. For more information about Xeriscapes in your area, contact your local water utility.

U.S.-Argentine Park Pact Helps to Prevent Wildlife/Human Tragedies

Elaine F. Leslie, Grand Canyon National Park

At Argentina's Iguazu National Park last September, a puma attacked and killed the 18-month-old son of a park ranger in the family's backyard where the little boy had been playing with his three friends. It was not only the first recorded attack by a puma in Argentina's parks but also the first in the entire country. Argentine biologists and protection staff found themselves unprepared to deal with the shocking incident and the subsequent controversy over the killing of the animal.

INTERNATIONAL ACTIVITIES

But the boy's tragic death served as a catalyst that spurred cooperation between Argentine park rangers and the U.S. National Park Service on the problem of increased interaction between mountain lions and humans. Only weeks after the incident, on Oct. 16, 1997, Secretary of State **Madeline Albright** and Argentine officials signed a memorandum of agreement on cooperation in the management and protection of national parks and other protected natural and cultural heritage sites.

While the overall agreement was an outgrowth of discussions during **President Clinton's** visit to Argentina earlier in the year, the puma attack led to the first exchange of information as a result of the memorandum between the NPS and the Argentine National Park Administration. In November, Argentine park authorities contacted U.S. officials, seeking information and training programs to help prevent another such occurrence. **Scott Hall**, coordinator for Western Hemisphere Programs from the NPS's Office of International Affairs, worked diligently to obtain funding and coordinate logistics. He and **Sharon Cleary**, chief of the Office of International Affairs, found the financial resources for two Argentine park representatives to come to the United

ARGENTINA'S NATIONAL PARK SERVICE

Argentine and Portuguese national park rangers at the Second World Congress of the International Ranger Federation.

In 1904, following a donation of private land in the Patagonia region to the government, the first national park of Argentina was created. This was the third ever national park, following Yellowstone and Banff. However, it was not until 1934 that the National Parks Administration was created. Currently, the Argentine parks system has 30 protected areas, including parks, monuments, national reserves, nature reserves, and strict reserves, two of which are World Heritage Sites. The system covers three million hectares which is roughly one percent of the continental territory of Argentina. The staff includes 220 rangers (protection and resource specialists), 80 professionals (biologists, anthropologists,) 52 firefighters, and 340 administrators (managers, lawyers, educators).



Right, Grand Canyon Superintendent Robert L. Arnberger hosts Laura Malmierca and Pia Hesenclever from Argentina during their research visit to the park. Below, the team meets with Elaine Leslie to review available information on mountain lion behavior and management, prior to departing on a 4,000-mile information seeking mission around the West.



States for information exchanges and training. Funding for the trip was provided by the Office of International Affairs, Grand Canyon National Park, and the Argentine Park Administration.

Grand Canyon was selected as the host park to ensure that the visiting team met with experts on mountain lion behavior and management and

obtained as much information as possible. The team was anxious to begin management and action plans, and, most importantly, an educational program. Two biologists from the Argentina National Parks Service arrived at Grand Canyon on Feb. 25: **Pia Hesenclever**, an administrative biologist from Buenos Aires, and **Laura Malmierca**, director of the Subtropical Ecological Research Center in Iguazu NP.

Both met with **Elaine Leslie** from the Wildlife Department at Grand Canyon's Science Center. The group studied numerous documents relating to mountain lion behavior and research in addition to management plans acquired from other national parks and state agencies throughout the western United States. However, many questions were left unanswered. Soon the group left Grand Canyon and began a fact-finding trek that covered 4,000 miles and five western states in less than three weeks. The team met with federal, state, and county agencies that deal with mountain lion and human interactions on a regular basis.

Pia and Laura received a solid foundation of information on education and prevention, research, and wildlife forensics. And none too soon! Nearing the end of the trip, the group received an urgent call from one of the parks in Patagonia. A puma was seen repeatedly in a campground, exhibiting unusual behavior around campers. To help prevent another incident, the team immediately faxed educational material and had rangers at the Patagonian park start collecting and verifying observations.



Photo of mountain lion by Elaine Leslie.

Because of the increase in mountain lion and human interactions, in Argentina as well as the western United States, the compilation of research, management plans, standard operating procedures, and observations is critical. An additional benefit of the U.S.-Argentine exchange has been the acquisition of funding for a U.S.-based training class that will help Argentine rangers to develop a research and management database, including a command system protocol that covers crime scene investigation, mobilization of a tracking unit (dogs), and forensic analysis. Instructors will include federal, state, and academic experts. In the meantime, Pia and Laura are writing management plans for puma habitat areas and initiated a training course for Argentine park biologists and rangers.

THE INTERNATIONAL RANGER FEDERATION—FOR RANGERS BY RANGERS

An extraordinarily diverse and dedicated group of more than 200 rangers from 41 nations on six continents attended the International Ranger Federation's Second World Congress in San Jose, Costa Rica. Over the course of six full days of workshops, general meetings, field trips, and social activities, rangers from parks around the globe discussed the problems facing the profession and the parks that they protect.

What was remarkable about the meeting last fall was that it was done on a shoestring. It was organized by volunteers from member associations in the federation and attended by delegates who came either at their own cost or through the support of one of more than a half dozen organizations including U.S. groups such as the Association of National Park Rangers, California State Park Ranger Association, National Parks and Conservation Association, Merriweather Post Foundation, and R&R Uniforms. The federation is a bonafide grass-roots organization, created by rangers for rangers and fully funded by rangers. It was launched six years ago when the presidents of three national ranger groups—England's Countryside Management Association, the Scottish Countryside Ranger Association, and the Association of National Park Rangers—signed an accord at Peak District National Park in England in July 1992.

As an organization with a great deal of heart but no permanent staff and little funding, the federation focuses on communications, networking, and ways of supporting each other. For example, last year members directly supported rangers in Kamuku Game Reserve in Nigeria, who literally risk their lives on a regular basis in combat with heavily armed poachers, by contributing personal funds and conducting fund-raisers to help those rangers obtain medicine, uniforms, and other necessities. Similar efforts provide



At left, park rangers from around the world, wearing the uniforms of their countries, gather at the Costa Rica international congress. Below, organizers of the International Ranger Federation include, from left, Gordon Miller of England, Rafael Guitierrez of Costa Rica, and from the U.S. National Park Service, Rick Gale, Rick Smith, Barbara Goodman, and Bill Wade.



training and other resources to rangers worldwide. At present, there are two dozen member associations, with another six or seven nations establishing organizations. The federation's first world congress was held in Zakopane, Poland, in 1995, and was attended by about 135 delegates from around the world. The congress in San Jose brought in delegates from South American nations, particularly those in Latin America. Most of them are now looking at establishing their own national associations.

Sessions, in English and Spanish, were marked by passionate presentations and discussions of the problems besetting rangers worldwide—insufficient funding, encroachments, political interference, endangered species, poaching, and impacts from high visitation. Kruger National Park in the Republic of South Africa is the site of the next world congress in either 1999 or 2000. Those interested in joining should contact **Bill Halainen** at: <BHalainen@pikeonline.net>



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Rebecca Phipps and Diane
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science for a changing world rphipps@usgs.gov

Volcanoes: Why Some Blow While Others Just Flow

Margaret Mangan

A gentle, effusive flow has characterized the ongoing eruption of Kilauea volcano in Hawaii for well over a decade. But, remember the explosive episodes of 1983, '84, '85 and the first half of '86? The Pu'u O'o volcano periodically burst forth during those years with towering lava fountains that could be seen for miles around. Why the change? What causes a volcano to flow rather than blow?

These questions have intrigued and inspired scientists for decades. Along with USGS colleagues in Menlo Park, California, the scientists at the Hawaii Volcano Observatory think they may have a new answer to this question. And it all hinges on bubbles—tiny bubbles!

Scientists have long known that the driving force of an eruption comes from the build up and release of magmatic gases. Magma that is deep within the earth, where the pressure is high, contains dissolved water-, carbon-, and sulfur-rich gases. As it rises to the surface, where the pressure is lower, these gases are released, and the magma starts to 'fizz,' or bubble, just like a can of soda does when you pop the top. This fizzing, technically known as vesiculation, is the force that propels the magma out of the vent during an eruption.

What puzzles scientists is why vesiculation sometimes leads to an explosive ejection of magma, while at other times it produces a more passive outpouring, like the current activity at Pu'u O'o. At first, it may appear obvious. There must be a different amount of gas released under the two circumstances. More gas, bigger bang. Right? Not necessarily.

Let's return to the soda analogy and conduct an experiment. Start with two cans of soda pop. Gently shake the first can, then pop the top. Soda wells up out of the opening, flows over your hand, and spills onto the kitchen floor. Now take the second can and shake it vigorously. Stand back, and pop the top. Soda explodes out, spraying your ceiling. The same amount of gas in both cans—two very different styles of 'eruption.'

What is different in the two experiments is not how much gas is released, but how fast the gas is released. Of course, in a volcano, the rate of gas release is not controlled by shaking, but, instead, by differences in the depressurization rate of the rising magma.

The hypothesis that scientists at Hawaii Volcano Observatory are working with is this: magma that rises to the surface slowly experiences depressurization. Gases are released gradually, and the ensuing eruption is gentle. A fast rising magma, in contrast, undergoes very rapid depressurization. The gases are given off in a violent rush of vesiculation, and magma explodes out of the vent.

This hypothesis is being tested in a rock-melting laboratory at the USGS center in California. Specialized furnaces and pressure vessels are used to subject molten rock to the conditions a magma encounters as it travels to the Earth's surface.

Ultimately, the results of these experiments can be coupled with advances in seismic and geodetic monitoring that allow scientists to track the rise rate of magma beneath an active volcano. It thus may be possible to predict how explosive an eruption is likely to be— before it occurs.

USGS SCIENTIST ELECTED AN OFFICER OF THE AMERICAN FISHERIES SOCIETY

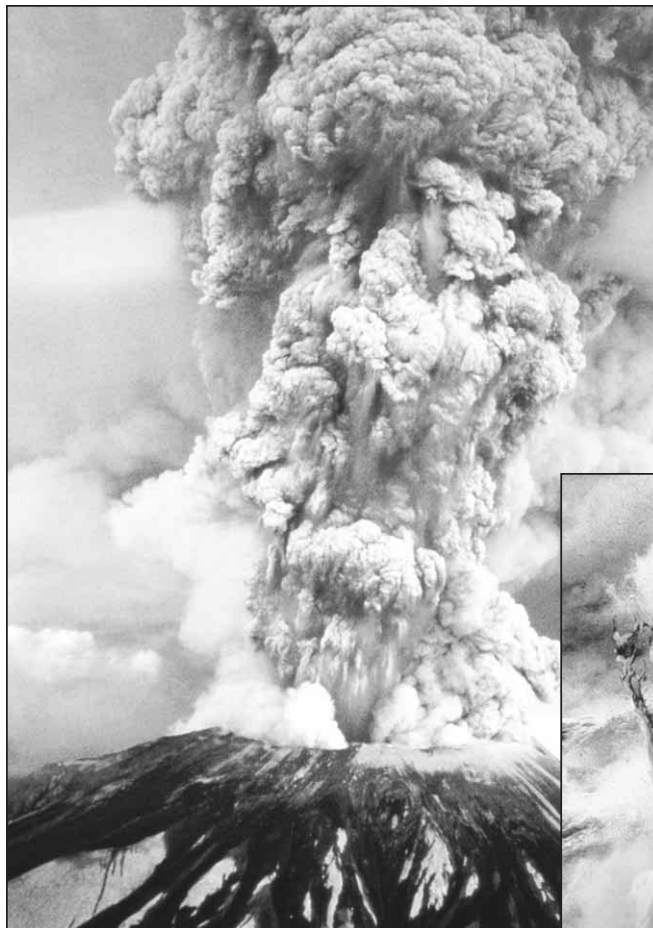


Pamela S. Haverland

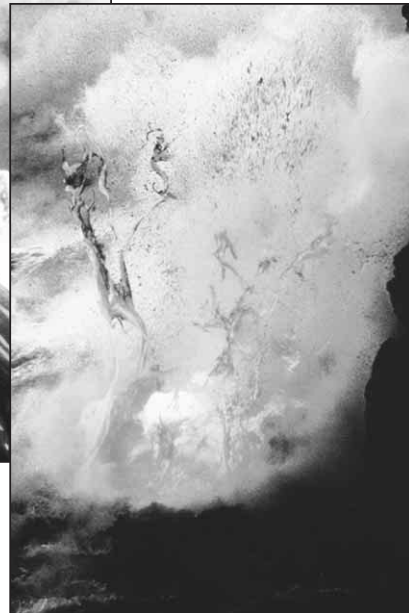
Marcia K. Nelson

Pamela S. Haverland, statistician with the USGS Environmental and Contaminants Research Center in Columbia, Mo., has been elected first vice president of the North Central Division of the American Fisheries Society. Ms. Haverland is the first woman ever elected to this esteemed office, which is in line to the presidency of the organization.

The North Central Division supports the conservation of North America's fisheries and aquatic ecosystems by promoting professional excellence in fisheries science, management, and education. In 1997, Ms. Haverland received the Award of Excellence, the Missouri chapter's highest professional award, for her enthusiasm and commitment to federal service. In 1997, she received the Public Service Recognition Award from the USGS. Ms. Haverland is the branch chief for Landscape Analysis and Biometrics research at Environmental and Contaminants Research Center.



USGS volcanologists suspect that the depressurization rate of rising magma is the key to why some volcanoes blow and others flow.



Tiny Bubbles Could Be the Answer

Emeritus Program Strengthens Northern Prairie Wildlife Research

Dave Fellows

In an era of government downsizing and early retirements, one of the problems facing research centers is the sudden loss of institutional memory. The problem hits small research centers especially hard, because each departing researcher takes such a large part of the center's memory into retirement.

Since mid-1995, for example, the retirement of five USGS Northern Prairie Wildlife Research Center biologists has cost the center nearly 150 person-years of invaluable experience and insight on the biological resources of the northern Great Plains. Similar losses among senior staff of our partner bureaus in the Department further add to the magnitude of the problem. This is an issue that must be addressed if efficiency is to be maintained.

One solution at the USGS research center lies in its Emeritus Program. The program began in May 1997, when **Ronald Kirby**, the center's director, extended an invitation of charter membership to 34 individuals with close ties to the center. 'Emeritus' is defined in the broadest sense as "retired from public office or position, especially after gaining public or professional recognition."

Thus, the invitation to join was extended not only to former center biologists, but also to selected retirees of the U.S. Fish and Wildlife Service, various state natural resource agencies, and several non-governmental organizations with close ties to Northern Prairie.

The program provides center support to Emeritus staff, including library services, office space, computer facilities, publication fees, and transportation to meetings to speak or present papers for work that can be developed with the center's byline. Members are regularly kept informed of center research activities and other aspects of the Center's program. In turn, Northern Prairie enjoys ready access to the membership's knowledge and perspective on a host of biological issues.

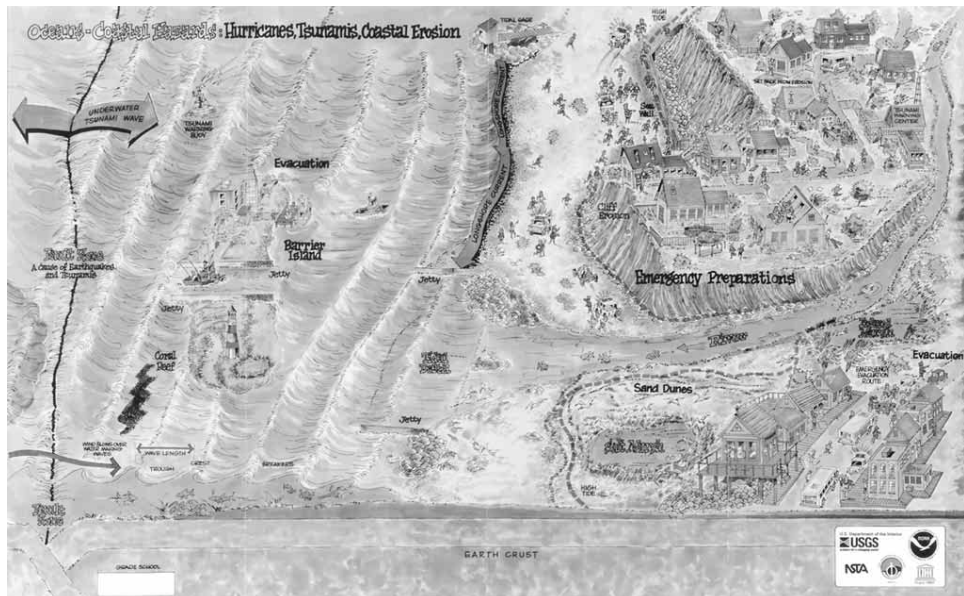
Comments on the concept have been overwhelmingly favorable, according to Kirby. "So far, the program has 24 members and is already paying dividends. For example, several former employees have prepared and published scientific papers under the auspices of the program," he said.

Together with Region 1 of the Fish and Wildlife Service, Northern Prairie is supporting recovery efforts for Arctic geese, in which emeritus staff member **Forrest Lee** is a regular participant. A Northern Prairie team working to address waterfowl problems throughout the northern Great Plains anticipates numerous contributions from the Emeritus Program in development of its plans and research program.

"It is very gratifying to see the sincerity and proficiency of these staff made available to our current programs," Kirby noted. "The broadest perspective is likely our best perspective, given the complexity of the issues we are addressing. This is the best way to make sure that the expertise of our staff does not escape us, and that we capitalize on the rich personal knowledge that staff and our long-term cooperators have on matters that are important to the USGS."

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The Year of the OCEAN at USGS



Salt Marsh, Sand Dune, Tsunami

Stephen J. Vandas

A significant USGS contribution to the Year of the Ocean is a new educational poster entitled *Oceans-Coastal Hazards: Hurricanes, Tsunamis, Coastal Erosion*. This poster depicts how hurricanes, tsunamis, and coastal erosion can change the shape of the coast and affect nearby environments. The poster also displays community preparations and responses to these natural hazards.

The posters are available in color or black and white. The reverse sides of the color posters contain educational activities: one version for children in grades 3-5 and the other for children in grades 6-8. The Oceans poster was developed in cooperation with the National Oceanic and Atmospheric Administration, the United Nations Educational, Scientific, and Cultural Organization, and the Intergovernmental Oceanographic Commission. The poster will be translated into several foreign languages by members of the IOC.

This poster is the ninth in a series of water educational posters developed by the USGS. The other posters in the series are on watersheds, hazardous waste, wetlands, water use, wastewater treatment, navigation, ground water, and water quality. Copies of the Oceans poster and the other eight posters in the series can be obtained—at no cost—by writing to U.S. Geological Survey, Branch of Information Services, Box 25286, Denver Federal Center, Denver, Colorado, 80225. Orders can also be placed by calling (800) 435-7627 or faxing (303) 202-4693.



Scientists at the National Wetlands Research Center and students prepare for their day of shadowing as part of a national and state School-to-Work program that encourages making school relevant to the workplace.

Students Shadow Scientists at National Wetlands Research Center

Louisiana eighth grade students **Brooke Beehler, Cody Domingue, Lindsey Johnson, Mallory Mitchell, and Denise Williams** think they have an interest in a science career. To learn if this is so, they wanted to spent a day shadowing workers at the U.S. Geological Survey's National Wetlands Research Center in Lafayette, Louisiana.

But like any science project, a lot of preparatory work was needed before the experiment could begin. First, the students' teachers came to the Lafayette center to shadow staff members and observe and participate in the actual work. The aim was to make their lessons for the students more meaningful. The teachers shadowed a remote-sensing scientist, ecological modeler, librarian, editor, administrative staff, and an electrician. All of these staff members had been briefed and prepared for the shadowing exercise.

Finally, the budding scientists arrived to work with biologists and a geographer. They helped to prepare soil and counted seeds for germination experiments, calibrate instruments in the water-quality laboratory, mount plants in the herbarium, enter information into data bases, gather equipment for marsh elevation studies, and search for information on the Internet and in the center library. A geographer helped students interpret aerial photography and analyze remote sensing data.

"We literally get thousands of students visiting the center each year, but this intensive one-on-one shadowing with teachers and students has been a special opportunity for us," said **Bob Stewart**, the center's director. "We are proud to be part of a challenge

The United Nations and President Clinton have proclaimed 1998 as the International Year of the Ocean. YOTO provides an opportunity for federal, state, and local governments, organizations, and individuals to raise public awareness of the important role the ocean plays in our lives and to initiate the changes needed to protect, sustain, and restore the marine environment and the natural resources on which we all depend. Nearly half of all Americans live within an hour's drive of an ocean, the Gulf of Mexico, or the Great Lakes; 35 states and territories have coastal borders.

The USGS has broad science expertise that spans nearly all aspects of the earth's surface and subsurface—on the continents and the seafloor and especially at the land-water boundary. Many of the Survey's programs in geology, mapping, water, and biology relate to coastal ocean and Great Lakes topics and issues.

The goals of the USGS coastal and marine studies are to describe and to increase scientific understanding of coastal and marine systems. By using knowledge of the fundamental geologic processes that create, modify, and maintain coastal and marine systems, researchers can develop models of these systems which can be used by scientists, planners, and managers to predict the results of future change, such as the effects of a hurricane or of waste disposal.

USGS scientists study coastal and marine issues at local and regional scales. Because the marine environment is composed of complex interrelated systems that cross political boundaries, the USGS, in collaboration with other federal, state, and local agencies, is able to address and respond to changing national needs and to develop and maintain long-term national data bases. The USGS maintains significant links with state and local agencies in coastal states, providing them with credible, reliable, impartial information as they consider mitigation strategies and develop land management plans.

Although the USGS' primary focus is on coastal, estuary, and continental shelf regions, other studies encompass the Great Lakes, as well as offshore deep-ocean areas within the U.S. Exclusive Economic Zone. Objective scientific information is critical to ensuring the wise use and protection of all the Nation's coastal and offshore resources.



Ellen Prager

In celebration of the International Year of the Ocean, near-real-time ocean data will soon be available to researchers and to classrooms. **Project YOTO Drifters** will deploy more than 200 drifting buoys into the Caribbean Sea/Gulf of Mexico and the tropical Atlantic. Several drifters will also be released into a few areas of special interest, such as the iceberg drift region of the North Atlantic. All drifters will house a satellite transmitter for tracking and a sensor to measure sea-surface temperature. Some of the drifters will relay additional data such as wind, ocean color, salinity, and pressure via satellite to the Global Drifter Center in Miami. Processed data, background information, and educational activities and information will be available on a specially designed Website.

These data will be useful to scientists studying ocean currents, heat flux, transport of sediment, larvae or pollutants, and to verify large-scale ocean and climate models and remotely-sensed data. Educators can use drifter data for classroom instruction in science and math. Educational activities, curricula, and scientific background and results from leading oceanographers will supplement the drifter data. This summer, the data and activities will be integrated into teacher workshops and aquaria or museum exhibits nationwide.

Project YOTO Drifters is being launched by the National Oceanographic Partnership Program, an alliance of 12 federal agencies, including the USGS, whose mission is to promote national goals through leadership in oceanographic research and education. This project illustrates the benefits to the scientific and educational communities of partnership projects in ocean science, education, and technology. The National Oceanographic Partnership Act (P.L. 104-201) established the partnership program, which provides leadership to partnering departments, agencies, and organizations to focus, coordinate, and pursue national objectives in ocean research and education.

At Interior, both the USGS and MMS are partners in the program and are working closely with other federal agencies to improve understanding of the ocean and coastal areas in 1998, The International Year of the Ocean. For more information, contact **Dr. Ellen Prager**, USGS, (703) 648-6058, eprager@usgs.gov or at NOPP, (202) 232-3900 ext. 264, eprager@brook.edu. Look for the Website soon to be available at: <http://drifters.doe.gov>

to make classroom instructions more relevant to the workplace and, most of all, to invest in the future by getting scientists to work directly with young people. You just never know how important these contacts might be to inspiring a future scientist. It is the best kind of outreach we can ever do. It's the very future of science."

This shadowing was part of national and statewide programs to improve education by incorporating work-based learning. The national part is an economic imperative growing out of the School-to-Work Opportunities Act of 1994 and jointly funded by the U.S. Departments of Education and Labor. The statewide programs are operated through the Governor's Council on School-to-Work and include several facets in addition to shadowing. A thousand students in Louisiana participated in the shadowing, with 135 students at 65 workplaces in Lafayette alone.

USGS SCIENTISTS ANALYZE MERCURY CONCENTRATIONS IN THE EVERGLADES

Sarah Gerould

In the late 1980s, the Game and Freshwater Fish Commission of the State of Florida found startlingly high concentrations of mercury in sport fish from the Everglades—concentrations that exceeded Florida's 'no consumption' advisory level of 1.5 milligrams per kilogram.

These discoveries affected private citizens who used this natural resource for sporting activities, as well as agency managers who were required to make restoration recommendations and who need to know if their recommendations will reduce or exacerbate mercury problems. A consortium of state and federal agencies have been working together to provide the most useful information to help guide decisions regarding regulation of possible mercury sources and ecosystem restoration.

USGS scientists are helping to sort out the complex interactions that control the transport, fate, and toxicity of mercury in the Everglades. Mercury has many forms, each responding differently to environmental conditions, and each with differing degrees of toxicity. Under certain conditions, one form can turn into another. USGS studies have focused on several key areas, including: 1) the factors that control what forms of mercury are present in the Everglades; 2) the factors that control the entry of mercury into the food web; 3) the role of groundwater-surface water interactions in the overall mercury cycle, and 4) the effect of nutrient (phosphorus, nitrogen, sulfur) loads from upstream agricultural areas on the mercury problem.

The USGS studies dovetail with the efforts of other agencies to investigate other aspects of mercury in south Florida, such as studies of atmospheric mercury deposition, system-wide monitoring efforts by the U.S. Environmental Protection Agency, toxicity effects of mercury on wading birds, wetland reclamation efforts to reduce nutrient runoff to the Everglades, and proposed system-wide hydrologic alterations to restore more 'natural' conditions.

In addition to the USGS, the consortium of agencies that participate in the South Florida Mercury Science Program include the South Florida Water Management District, Florida Department of Environmental Protection, Florida Game and Freshwater Fish Commission, USEPA, and the U.S. Army Corps of Engineers. Representatives of these organizations meet regularly to discuss recent findings and coordinate future plans.

There are many customers for the information being generated by the USGS studies of mercury in the Everglades. Most immediate are the South Florida Water Management District and the Department of Environmental Protection, which are required by the Everglades Forever Act to present restoration plans (including those for regulating



USGS Scientists are working with Florida state researchers to understand the complex interactions that control the transport and toxicity of mercury in the Everglades.

mercury emissions) by Dec. 31, 1999. The Corps of Engineers uses the information to guide decisions concerning permitting the Everglades Nutrient Removal Areas, which are intended to reduce concentration of nutrients in water flowing from the Everglades Agricultural Area to Everglades National Park and Florida Bay. These agencies need the scientific findings of the USGS to make sound decisions and to help them evaluate the hydrologic restoration plans of the Army Corps of Engineers.

OIL WASHING ASHORE AT MONTEREY BAY PROBABLY FROM NATURAL SEEPS

Pat Jorgenson

The petroleum residue washing ashore at Monterey Bay is most likely from natural seeps in the floor of the bay and the continental shelf, rather than from ruptured oil tankers and other man-made occurrences. Although the investigation and analysis is in its early stages, many of the tarball samples match the known isotopic compositions of crude oils from inland and offshore sources in the Miocene Monterey Formation of California.

Keith Kvenvolden presented that USGS analysis at the American Geophysical Union's Ocean Sciences meeting in San Diego on Feb. 12. His poster session illustrated that a detailed organic geochemical study of petroleum residues in Monterey Bay indicated that the samples have unusually heavy carbon isotopic compositions, which are characteristic of crude oils emanating from the Miocene Monterey Formation.



"Because the coastal petroleum residues apparently are extensively distributed within Monterey Bay National Marine Sanctuary, we believe their source is likely natural and not spilled petroleum products," Kvenvolden concluded. His study of the Monterey Bay tarballs is similar to one he and colleagues conducted on residues collected on the beaches of southern Alaska, following the Exxon Valdez oil spill of 1989. That study, which was published in 1993, concluded that some of the tarballs carried an isotopic 'fingerprint' that linked them to California oil that had spilled from on-shore tanks that ruptured during the 1964 Alaska earthquake. "These carbon isotopes are the fingerprints of petroleum," Kvenvolden said, "and identifying them gives investigative earth scientists forensic tools similar to those used by criminal investigators in their work."



Runners in the USGS Open House 5 K Race leave the starting line in Reston, Virginia.

USGS Raises Reston Heart Rates

Kerie Hitt

The USGS in Reston, Va., resounded with footsteps as the 1998 USGS Open House 5K Race and 2K Fun Run got underway on Saturday, April 25, at 8:30 a.m. The running events, which are sponsored by the Interior Department Recreation Association, enlivened the atmosphere of the USGS Open House, which took place April 25-26. Held once every three years, the race attracts several hundred runners and is a popular, family-oriented affair for the local community, as well as a draw for several elite runners.

The USGS running group the **Geostriders** extended a friendly challenge to their comrades in the other Department of the Interior bureaus for the Government Agency 5K team competition. Teams of four to six members faced off in Corporate, Open Male, and Open Female 5K team categories as well. Individual awards in the 5K went to the top three women and men in 12 age categories starting at Under 14 upwards to 70 and over. Everyone in the 5K received a T-shirt sporting the Open House emblem. In the non-competitive 2K fun event, each runner received a commemorative hat, and every finisher earned a medal. Runners also received refreshments and door prizes at the finish line.

The USGS Open House, a free event that is open to all, offered visitors a fun-filled weekend of hands-on activities, exhibits, tours, and events focused on volcanoes, dinosaurs, maps, floods, nature, earthquakes, and more from 10 a.m. to 5 p.m. on Saturday and noon to 5 p.m. on Sunday. For information, check the Open House World Wide Web site at <http://www.usgs.gov/openhouse>. Information on the Open House 5K Race and 2K Fun Run is at <http://www.usgs.gov/openhouse/race/>

Office of Surface Mining



Kathy Karpan, Director
Jerry Childress, Bureau Editor
jchildress@osmre.gov

Meritorious Service Awards

Gene Krueger, Dwight Thomas, and Brent Wahlquist, three veteran OSM employees, received Interior's Meritorious Service Award, one of the Department's highest honors, from Director Kathy Karpan at a March 26 ceremony.

Krueger, from the Program Support Directorate, was recognized for significant contributions that enabled OSM to meet a variety of critical programmatic challenges, including the development of the regulatory grants program. His other contributions include: establishing a harmonious grant relationship between several states and OSM; devolving coal regulatory responsibility to the states; working effectively with an OSM and a state team in reengineering the agency's grant regulations and procedures; and providing more control to the state and Indian tribe grantees.

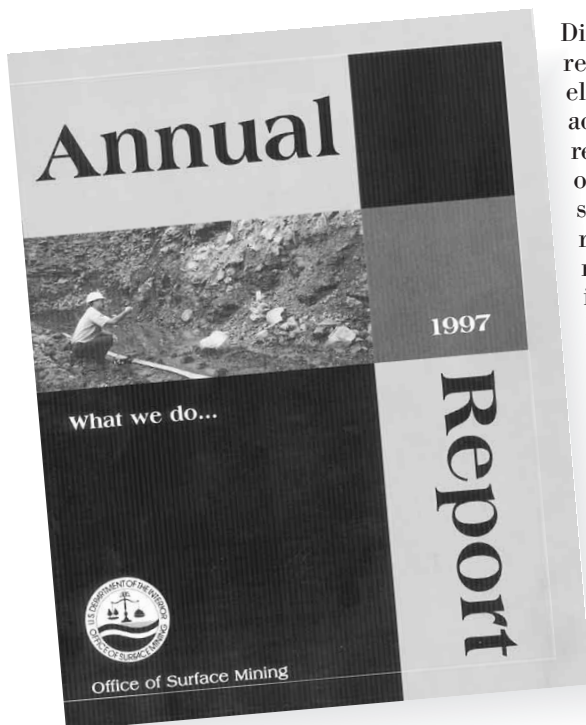
Krueger's dedication to OSM was also displayed through his work with the National Association of Abandoned Mine Land Programs. This enabled him to develop national standards of excellence for abandoned mine programs and a process for evaluating performance. His current leadership in the Appalachian Clean Streams Initiative is helping to focus its partnership efforts in cleaning up acid mine drainage problems using a combination of private and governmental resources.

Thomas, of the Tulsa Field Office, was cited for his outstanding accomplishments and contributions in the fields of education and environmental protection with the Department and OSM. Early in his career, Thomas coordinated the development of the science and mathematics curriculum, and taught courses at Haskell Institute, which was transformed into the Haskell Indian Community Junior College. He was instrumental in helping many young Native Americans become successful college students and scientists.

While later employed as the Regional Technical Training Officer and Natural Resource Specialist at OSM's Eastern Technical Center, Thomas established a Federal Regulatory Program. As his expertise increased, he became the supervisor of OSM's expanded program oversight of the state coal mining and reclamation regulatory programs in Arkansas, Louisiana, Oklahoma, and Texas. Working in this capacity enabled Thomas to ensure that states carried out their regulatory programs in compliance with the

OSM 1997 ANNUAL REPORT

OSM's *Fiscal Year 1997 Annual Report*, a 64-page document describing operations from Oct. 1, 1996, through Sept. 30, 1997, is available in printed and electronic formats. The publication includes OSM's Annual Report to Congress with its Annual Financial Report, marking the fourth year that these documents have been combined to provide customers a better understanding of OSM's operations.



Director Karpan pointed out that the report is presented in printed and electronic formats to make it more accessible to the public. In addition to reducing costs, the electronic version of the report, available at the OSM web site, was created in response to public requests for electronic computer-readable information on implementation of the Surface Mining Control and Reclamation Act and OSM. The report describes activities carried out under several parts of the act, including: Title IV, abandoned mine reclamation; Title V, control of the environmental impacts of surface mining; and Title VII, administrative and miscellaneous provisions.

The report contains updates to tabular data found in OSM annual reports since 1988. "This facilitates comparison of statistics

from year to year," Karpan said. Changes to the 1997 report include: reporting inspection data on a fiscal year basis, and providing a special 20-year budget summary. In addition the report is organized into chapters that correspond to the four OSM business lines: environmental restoration; environmental protection; technology development and transfer; and financial management.

Finance and accounting information, presented in a format similar to a traditional corporate annual report, is in the financial review section. "The Inspector General's audit statement, which gives OSM a 'clean' audit opinion of its financial reporting for 1997, is included in the financial section," Karpan added. "This marks the sixth consecutive year that OSM received a clean audit." The report can be ordered at www.osmre.gov/order1.htm or by contacting the Office of Communications, OSM, 1951 Constitution Ave., N.W., Washington, D.C. 20240. Or call (202) 208-2565; Fax (202) 501-0549.



OSM Director Karpan and Sylvia Baca, deputy assistant secretary for Land and Minerals Management, present Dwight Thomas (above), Gene Krueger (above top), and Brent Wahlquist (above right) the Meritorious Service Award at a ceremony at OSM headquarters. The award winners receive medals, lapel pins, and citations signed by Secretary Babbitt. Photos by Tami Heilemann, ISC

Department's state program approval. He also coordinated action taken in Oklahoma in 1993 to ensure that state improved its regulatory performance.

Wahlquist, the director of the Mid-Continent Regional Coordinating Center, was recognized for his outstanding contributions to several major regulatory and abandoned mine lands programs. He played a key role in bringing credibility and stability to OSM by expeditiously developing a regulatory program for Tennessee and setting up a federal permitting unit to replace the rescinded state program. Wahlquist also helped to develop the mechanism for congressional action in 1987 that permitted the Navajo, Hopi, and Crow tribes to gain access to their tribal share of Abandoned Mine Lands fees.

When the Applicant Violator System was challenged in court, he directed an intense effort involving OSM, the Solicitor's Office, and the Department of Justice to successfully address that challenge by establishing a new conceptual framework for the Applicant Violator System. Under Wahlquist's leadership, the Abandoned Mine Land inventory has become a credible and accepted repository and the fund allocation process to the states has been stabilized.

Under his direction, numerous rules have been promulgated and successfully defended, including rules on the Ten-Day-Notice process, termination of jurisdiction, support facilities, roads, and permitting requirements for reclamation. Also, his exemplary effort in establishing the new Mid-Continent Regional Office has won broad support from employees, states, and outside interests.

AML INVENTORY SYSTEM IN WINDOWS VERSION

OSM has converted its Abandoned Mine Land Inventory System (AMLIS) to a new Windows version that will make it easier to use and provide easier public access via the Internet. Customers who have used the old version should have no difficulty using the new system. The Surface Mining Control and Information Act requires OSM to maintain an inventory of abandoned coal mine lands eligible for reclamation that effect public health, safety, and general welfare. OSM maintains that inventory on AMLIS, a computer system that generates reports on abandoned mine land (AML) reclamation projects and problems that still require reclamation. States and Indian tribes manage their own data and enter it into AMLIS. In addition to AMLIS data via Windows, the public can find easy-to-use information about OSM via World Wide Web at www.osmre.gov. The AMLIS teams includes Tom Browne at tbrowne@osmre.gov or (202) 208-2518; Cynthia King at cking@osmre.gov or (202) 208-2609; Jim Gray at jlgray@osmre.gov or (202) 208-2806; Tom Normand at tnormand@osmre.gov or (301) 564-9538.

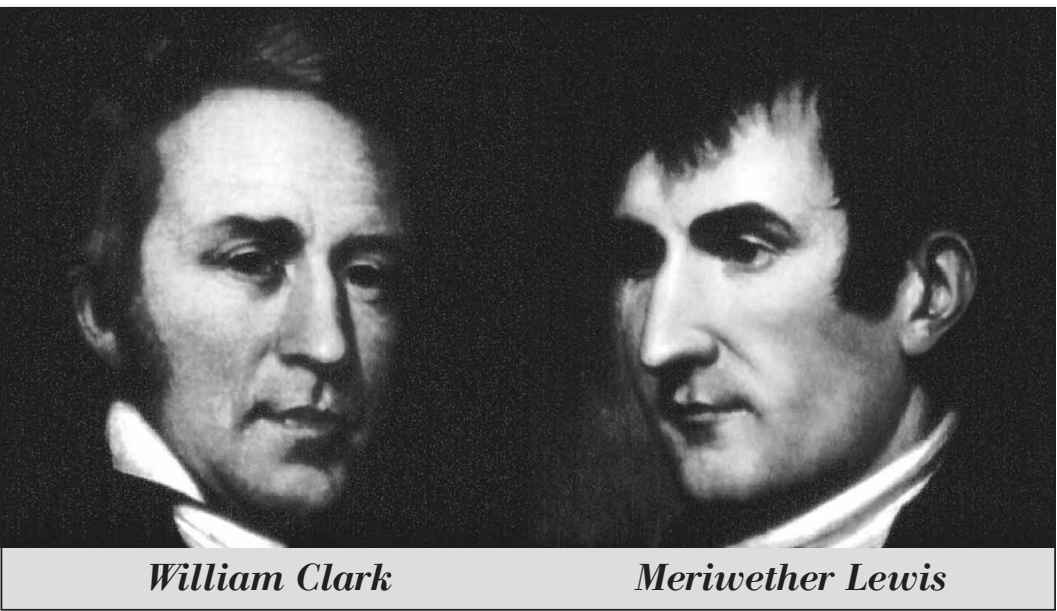
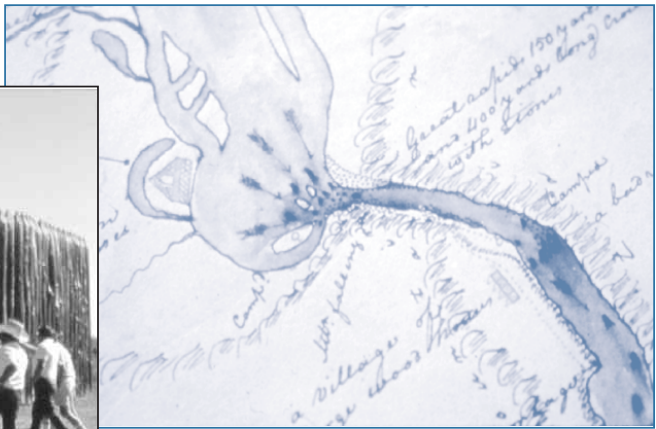
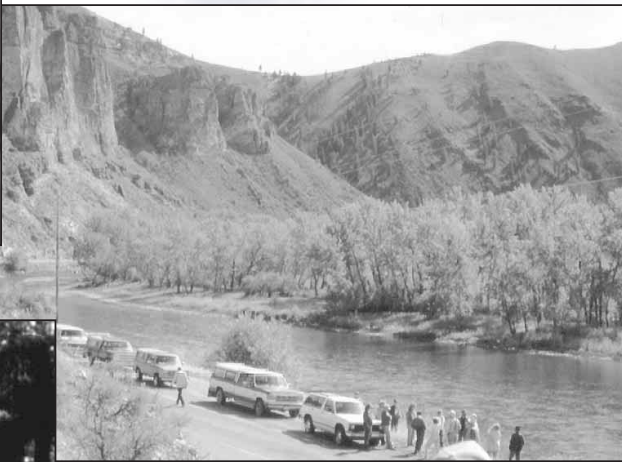
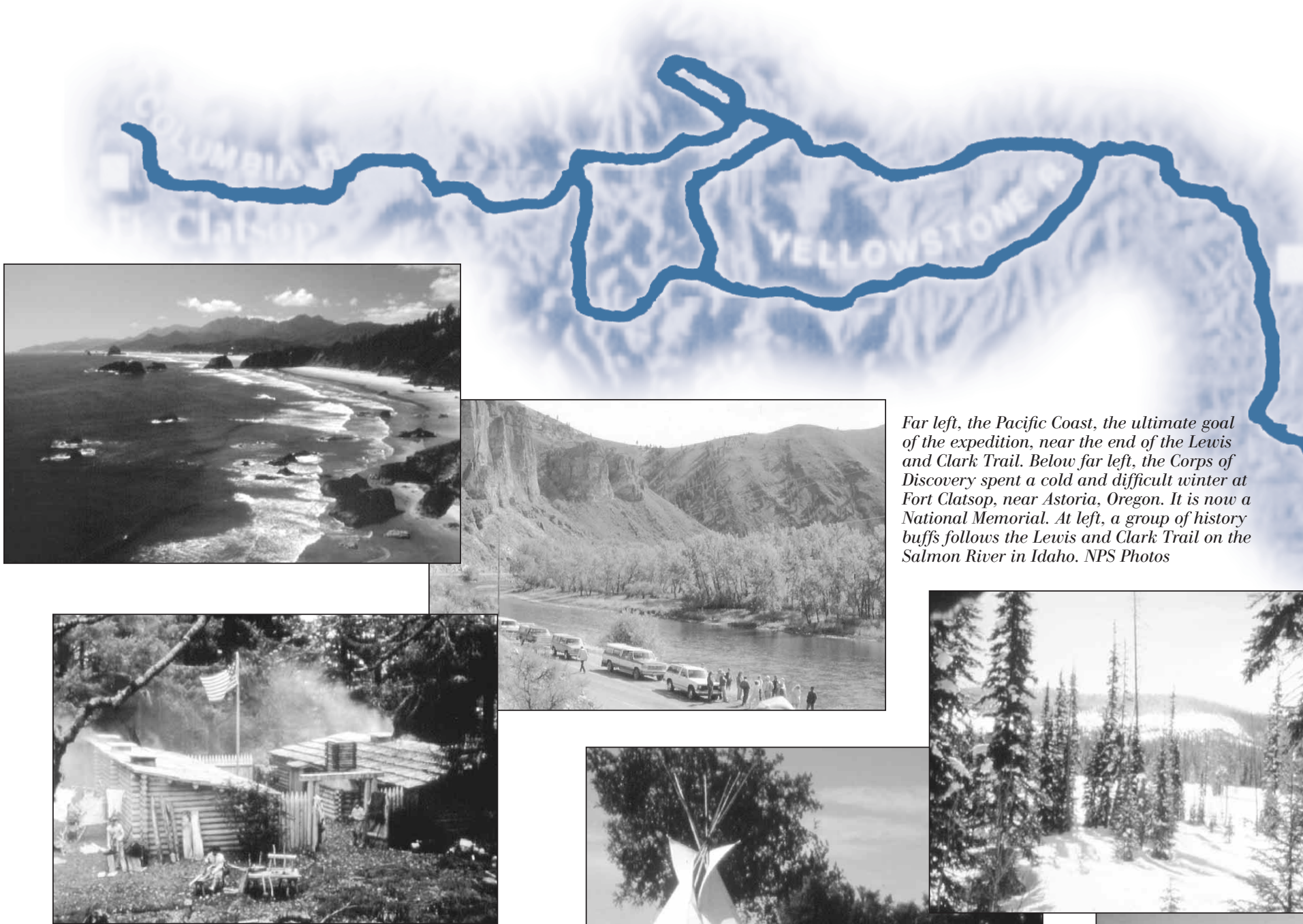
Coal Symposium Compendium on Web

OSM has published on the Internet a compendium of information compiled to document the proceedings of its Federal Coal Symposium held Jan. 21 in Washington, D.C. The 23-page document is available to the general public at OSM's home page on the World Wide Web <http://www.osmre.gov>

Director Karpan called the symposium "an unqualified success which exceeded all of our expectations. Lines of communication were established for the first time, or renewed, as a result of the symposium." Several spin-offs have occurred that resulted from the information and contact exchange that transpired during the event. OSM decided to publish summarized proceedings of the symposium to further foster the exchange of information resulting from the meetings, which were attended by more than 250 people, including stakeholders from government, industry, environmental organizations, and citizen groups. "It was the largest event OSM has ever hosted," Karpan added.

The symposium has improved OSM relations with its partners who implement coal related programs, and, in addition, it provided a public outreach opportunity that enabled environmental groups and citizens to provide their views on coal mining related issues. For additional information, contact George Stone, Symposium Coordinator, (202) 208-7840 or at gstone@osmre.gov

\$617 MILLION IN MINERAL, OIL, AND GAS REVENUE DISTRIBUTED TO STATES, 27



William Clark

Meriwether Lewis

The Lewis & Clark Trail: Exploring New Concepts in National Park Management

Richard N. Williams

I like to think of the Lewis and Clark National Historic Trail as a very linear national park that is managed in a new and innovative way. The trail begins near Wood River, Illinois and follows the routes of the famous exploring expedition to the Pacific Ocean and its return to St. Louis.

There are places such as Pompeys Pillar, Lemhi Pass, the Lolo Trail, or the Upper Missouri River, where you can see what Lewis and Clark saw and better appreciate what the Indian Tribes felt. You can stand on the high plains of South Dakota, or on the Bitterroot Mountains, or along the Columbia Gorge, and gaze at the beauty of this country. You can appreciate the tenacity of the Corps of Discovery as you watch a living history interpreter try to fire a musket in the rain at Ft. Clatsop National Memorial near Astoria, Oregon. You can learn to understand Thomas Jefferson's genius at exhibits in the Museum of Westward Expansion under the Arch in St. Louis.

Others have described the trail as a very long Lewis and Clark museum with the National Park Service as the curator. In creating the trail, the Congress and the NPS knew that a 4,500-mile route, crossing 11 states and hundreds of jurisdictions, could not be managed as a traditional park. Management would have to be accomplished through many partnerships. In 1965, Congress authorized and charged the Lewis and Clark Trail Commission with finding ways to preserve, and allow for public use of, the many resources associated with the first U.S. expedition to explore the West. In 1978, Congress amended the National Trails System Act and created the Lewis and Clark National Historic Trail.

For years many top NPS managers did not consider National Historic Trails real parks because the NPS only owns limited resources along the routes. The National Trails System Act, in the final analysis, gives the NPS only limited tools to influence the management of sites and segments of the trail. Thus, some people did not see the value of National Historic Trails (or NHTs) as equal to that of the parks. Some have even said that trails like the Lewis and Clark route do not exist because there is not a connected land mass owned and managed directly by the NPS.

But the Lewis and Clark National Historic Trail does exist. There are 303 specific historic, recreational, or interpretive sites and segments that have been inventoried. Because most of these are owned and managed by organizations other than the NPS, it is our job to assist these groups and to unify the trail into a cohesive entity to provide the public with a meaningful trail experience. Agreements with federal, state, and local organizations are negotiated that provide that assistance.

The NPS has a wealth of experience in museum planning, visitor center operations, interpretation, and many other aspects of cultural and natural resources management. We often provide cooperating organizations with technical expertise in interpretive planning, wayside exhibits, publications, and visitor management. Certification is another NPS tool. All federally owned segments and sites were considered initial protection units of the Lewis and Clark NHT. The NPS also certifies non-federal sites and segments as official parts of the trail.

In many cases, the trail looks much different than it did when the Corps of Discovery crossed it. Along the way, there are now cities and towns, dams and bridges, roads and highways. Rivers have changed course and time has changed the cultures of the American Indian Tribes, as well as the European influences of the 19th century. It is probably not possible to know the exact locations where Lewis and Clark walked, rode, or sailed, but the land and water—and the fascinating history—are still there.

There is great potential for further trail development. The NPS has identified more than 300 potential sites and segments that may be developed to provide greater opportunity to the public. Interest in Lewis and Clark has been enhanced recently by the publication of popular books such as *Undaunted Courage*, by **Stephen Ambrose**, and the popular PBS film on Lewis and Clark by **Ken Burns**.

The expedition's bicentennial is approaching and dozens of groups are already planning major celebrations. My job today as manager of the Lewis and Clark NHT is challenging. I view it only slightly differently from my jobs as a ranger in Yellowstone and other parks. America has a wealth of natural and cultural resources, whether they are in parks or along trails. It remains our mission and responsibility to preserve them for the benefit and enjoyment of the people. For more information on the Lewis and Clark National Historic Trail, check its website at <http://www.nps.gov/lecl>

Richard N. Williams manages the Lewis and Clark National Historic Trail from its headquarters in Madison, Wisconsin. With the assistance of Steve Elkinton, the program leader for National Trails System Programming, this article was adapted from a report that appeared in the Newsletter of the Employees & Alumni Association of the National Park Service, Vol. 4 No. 4, Oct/Nov/Dec 1997

The expedition spent its first winter with the Mandan Tribes. A replica of the Corps' fortification, Fort Mandan, right, is located near Washburn, North Dakota. Far right, a river map from the journals of Lewis and Clark.

Above left, the Bitterroot Mountains of Montana and Idaho were a much more formidable barrier to the expedition that anticipated. At its direst moments, the Corps was aided by American Indian Tribes whose help enabled the expedition to survive. Far left is the Knife River Indian Villages National Historic Site, North Dakota. At left, the Missouri's grandeur is exemplified along the Upper Missouri National Scenic River, Lewis and Clark National Historic Trail, Montana.

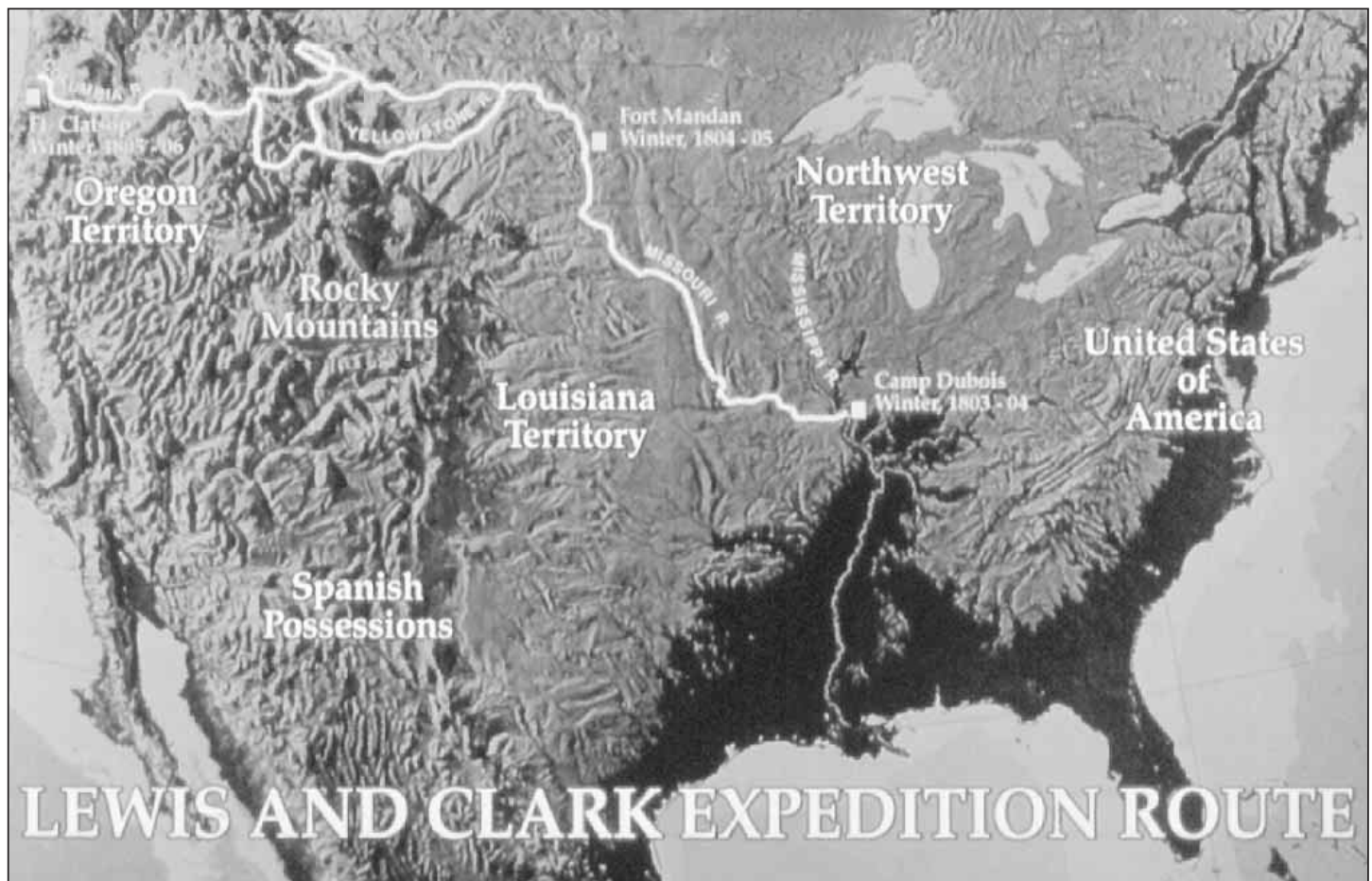


Richard Williams began his NPS career as a seasonal park ranger in Yellowstone, believing that the NPS had a very special mission. Twenty-seven years later, though many things have changed, the NPS's basic mission is the same. Williams became manager of the Lewis and Clark NHT in 1991. Because he is interested in American history, especially Western history, it struck him that the Lewis and Clark story was one of the most intriguing of America's sagas. He can be reached at (608) 264-5610; Fax: (608) 264-5615; E-mail Richard.Williams@nps.gov

INTERAGENCY GROUP FORMED

As trail manager for the Lewis and Clark NHT, Dick Williams has established contact with dozens of federal offices up and down the trail route. Meeting last year, this group recommended establishing a Washington-level working group to help coordinate federal interagency activities and avoid duplication or conflict. Thanks to Interior's **Jana Prewitt**, the director of External Affairs in the Office of the Secretary, this task group is underway. It aims to formalize this collaboration through an interagency agreement, working closely with the overall coordinating body—the National Lewis and Clark Bicentennial Council.

Participating agencies include: the Bureau of Indian Affairs, Bureau of Land Management, Bureau of Reclamation, Department of the Army, Federal Highway Administration, Fish and Wildlife Service, National Park Service, U.S. Army Corps of Engineers, and the USDA Forest Service. This group intends to keep agency heads and secretariat staff informed of proposed activities, help set federal priorities, coordinate budget requests, and assist each other and other Bicentennial partners to make the commemoration of Lewis and Clark's remarkable expedition 200 years ago as memorable, enjoyable, and educational as possible.



Bureau of Land Management



Pat Shea, Director
Patrice Junius, Bureau Editor

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FACTS & PEOPLE

JACKSON OFFICE TO USE MSU'S RESOURCES

Shayne Banks, Public Affairs Specialist, Jackson Field Office

The BLM Jackson Field Office has entered into a cooperative agreement with Mississippi State University's Cobb Institute of Archaeology that will help to ensure the proper handling and protection of archaeological and historical artifacts removed from public land in the area.

The Cobb Institute is one of a kind among southeastern universities, possessing sophisticated archaeological processing methods that make possible the physical and chemical separation of minute data. The institute also has equipment for preparing and measuring human skeletal material found in excavations. It is the only repository



Bruce Dawson and Judy Pace from the Jackson Field Office and John O'Hear and Melvin Ray from the Cobb Institute set up the unique partnership for curation of artifacts from public land.

Dawson said. As part of the agreement, after processing, all artifacts and accompanying information will be available for scientific study by local students.

NEW MEXICO OFFICE SALUTES SEUSS

Theresa Herrera, New Mexico State Office

"I do not like it Sam I am, I do not like green eggs and ham." Do you remember *Green Eggs and Ham* or *Cat in the Hat*? For those of you who are Dr. Seuss fans, March 2 was Dr. Seuss' birthday and National Read Across America Day.

In honor of Read Across America, New Mexico State Director **Michelle Chavez** and employees **Bob Casias**, **Karen Padilla**, **Brenda Garcia**, and **Gina Melchor** visited Sweeney Elementary to read to students. Third through fifth grade students listened to the story, "The People Who Hugged Trees."

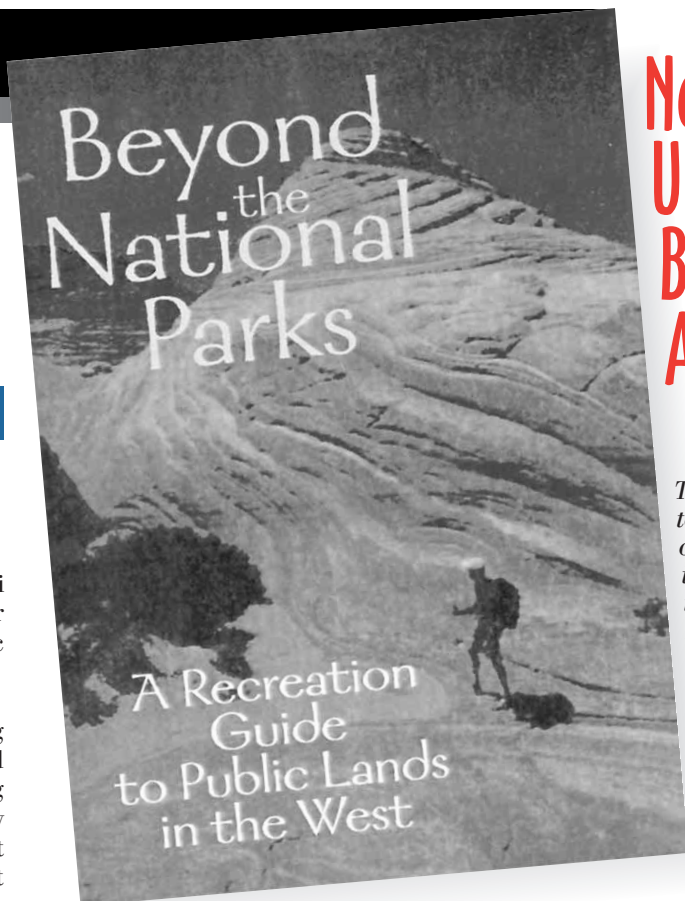


New Mexico State Director Michelle Chavez reads to children during Read Across America Day.

For the 1998-1999 school year, New Mexico State Office employees will be participating in Help One Student to Succeed, a one-on-one structured volunteer mentoring/tutoring program that has been nationally recognized for its success in moving students up to grade level in Language Arts and Mathematics.



Sylvia Baca, the deputy assistant secretary for Land and Minerals Management, visits the Wild Horse & Burro Sanctuary in Bartlesville, Oklahoma, on Jan. 6 to gain a better understanding of the role and responsibilities of the BLM unit. Currently, about 1,500 animals, mostly older, unadoptable geldings, are living out their lives on the 18,000-acre spread, which has been in operation since 1989. In March 1991, the sanctuary was nearing capacity, so the BLM limited the number of animals being sent there. About 500 unadoptable horses were sent to the sanctuary in the summer of 1997 because of drought on Nellis Air Force Base. Photo by Debbie Harrington



New Guidebook Unlocks Durable Beauty of Great American West

This detailed guide to recreational opportunities on BLM-administered lands is available directly from the publisher, Smithsonian Institution Press, at 1 (800) 782-4612. The book has been available at retail bookstores since mid-April. The paperback edition costs \$19.95.

Dana Hunt, Public Affairs Specialist, Washington D.C.

The BLM recently released the most comprehensive and up-to-date publication available about recreational opportunities on BLM-managed lands. The 400-page guidebook, entitled *Beyond the National Parks—A Recreation Guide to Public Lands in the West*, contains detailed information about leading recreation sites on BLM lands. Numerous recreational and environmental organizations contributed to the guide, which is published by the Smithsonian Institution Press.

Beyond the National Parks covers more than 170 recreation destinations in 17 states, most in the West. The 418-page book contains more than 150 high-quality color photographs and nearly 190 color maps of recreation sites and the states in which they are located. The guide provides complete information on routes, fees, camping, lodging, amenities, weather constraints, special equipment or supplies, accessibility for the handicapped, and other practical information for outdoor enthusiasts.

In determining which sites to feature in the guide, the BLM drew on the expertise of its own staff and that of 22 private organizations that work in partnership with the agency in promoting outdoor recreation. "The BLM and its partners chose these sites not only for their recreational opportunities and beauty, but also for their durability to withstand visitation at this time," BLM Director Pat Shea said in announcing the publication's release. "This BLM recreation guide is essential reading for outdoor enthusiasts, history buffs, and those interested in preserving cultural resources, added Shea, who noted that many of the destinations in the guide are wild and undeveloped.

For example, the guide describes recreation sites in Colorado that contain spectacular deserts and wetland areas that are home to hundreds of bird species. These lands also feature some of America's oldest and best preserved prehistoric sites. Other states with sites in the guide include Alaska, Arizona, California, Idaho, Montana, Nevada, New Mexico, North Dakota, Utah, Washington, and Wyoming.

The BLM's partners in producing the guide were America Outdoors, American Bird Conservancy, American Hiking Society, American Motorcyclist Association, American Rivers, California Association of Four Wheel Drive Clubs, Inc., Ducks Unlimited, Foundation for North American Wild Sheep, The Garden Club of America, International Mountain Bicycling Association, The Izaak Walton League of America, National Audubon Society, National Geographic Society, National Wild Turkey Federation, The Nature Conservancy, Pheasants Forever, Quail Unlimited, Rocky Mountain Elk Foundation, Scenic America, Society for American Archaeology, The Society for Historical Archaeology, and Trout Unlimited.

MORE PUBLICATIONS

Public Rewards From Public Lands is a new and improved version of this public service publication that features a glossy photo of the Grand Staircase-Escalante Monument. Contact **Dana Hunt** in the WO PAO office at (202) 452-5125 for a copy. The online version can be viewed at <http://www.blm.gov/nhp/pubs/rewards/1997>

People who enjoy the public lands usually want to comply with BLM's regulations, but are often confused about what can or can't be collected. *Collecting on Public Lands*, a new brochure from Nevada BLM, summarizes public land resources—minerals, fossils, cultural artifacts, animals, wood and plants—that may be used for personal enjoyment. Firewood, gemstones, pine nuts and fossils are some of the things that may be collected in reasonable amounts. Copies are available from the Nevada State Office, (702) 861-6586, or e-mail request to jjworley@nv.blm.gov

Davis Tapped for National Award

BLM's Carson City, Nevada District has nominated **Lissa Davis** of the Washoe Valley Service Volunteers for the BLM National Volunteer Award. Davis has organized community projects on BLM land near East Washoe Valley to remove trash in a sensitive riparian/recreation area known as Jumbo Grade.

This area is popular with horseback riders, hikers, mountain bikers, and off-road vehicles. A fragile riparian strip follows the unimproved road, which connects the neighborhood with Virginia City and the Comstock Mining District. Because it is near a large housing development, illegal trash dumping is an ever present problem.

For the last three years, Davis has organized neighbors and friends twice each year to perform clean-up projects to remove household trash, junk cars, car batteries, livestock carcasses, and other odious discards of modern society. She assembles a crew of workers with pick-up trucks, heavy equipment. Crew members volunteer their time and energy to improve the public land each spring and fall.

Her work has been chronicled in the local newspapers and on television. In the last few years she has provided BLM with hundreds of hours of volunteer labor, and even arranged a barbeque lunch for the workers at the end of each project day. She also participates in other projects in the Carson City District, including last year's National



Lissa Davis

Reduced Royalty Rates to Continue for 'Stripper Wells'

Tom Gorey, Washington, D.C.

The Interior Department and the BLM have decided to extend the royalty rate reduction for federal stripper oil wells. In making the announcement, Assistant Secretary **Bob Armstrong** said the reduced rates would continue to generate benefits for the U.S. economy while protecting the environment. (A stripper well produces an average of less than 15 barrels of oil a day.)

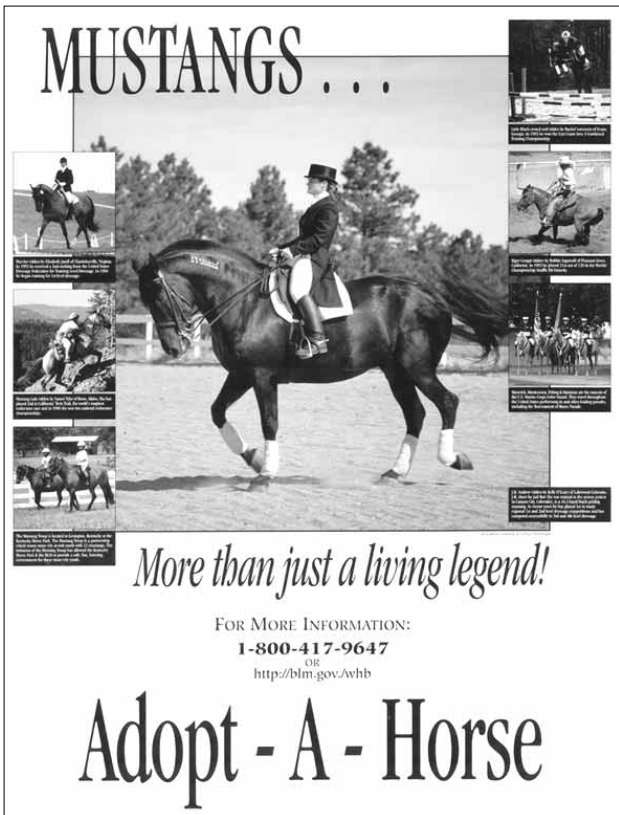
"The BLM's royalty rate reduction has proven itself since 1992, when the agency put its stripper property rule into effect," Armstrong said. "And that's why we are going to continue it."

The rule that the BLM is extending establishes the conditions under which an operator or owner of a federal stripper oil well can obtain a reduction from the normal royalty rate of 12.5 percent. The rule provides an incentive for operators to maximize production from existing wells, which helps reduce the need to drill new wells.

BLM Director **Pat Shea** noted that the stripper oil property rule, which is aimed at stimulating oil production on federal land, called for the Interior Department to review the rule's effectiveness at any time after Sept. 10, 1997. "After conducting a review of the rule's impact," Shea said, "the Department and the BLM have concluded that the lower royalty rate for stripper properties is working as intended." Shea said the BLM and Minerals Management Service (MMS) would continue to monitor the rule's effectiveness and make any recommendations for change, if needed.

The BLM concluded that the rule is reaching its goal of promoting additional production from stripper properties based on a Department of Energy analysis of the rule's impact in New Mexico, public comments on the rule, and stripper property data of the BLM and MMS. "Based on the DOE analysis of 603 stripper oil properties in New Mexico, wells existing before 1993 had additional production of 4.27 million barrels of oil, attributable in large part to the royalty rate reduction, during the period of October 1992 through December 1996," Shea said. This represents a 23.7 percent increase over estimated cumulative production had royalty reductions not been granted.

Shea also pointed out that the BLM's findings did not take into account significant 'down stream' economic benefits. The BLM Director cited a 1996 report by the Interstate Oil and Gas Compact Commission, entitled *Marginal Oil and Gas: Fuel for Economic Growth*, which estimated that 9.3 jobs are dependent on every \$1 million dollars of stripper oil and gas produced.



While all of Peggy Hodges-Pitcher's volunteer work for BLM is important, her Mustang poster stands out because of the national exposure it has received and the public awareness and participation in the Adopt-A-Horse program that it has fostered.

Public Lands Day trail building. And she has spent 10 years working on the Tahoe Rim Trail with the U.S. Forest Service.

Davis is active in other public service groups, volunteering her time on the adjoining State Park, the East Washoe Valley Citizens Advisory Board Committee, and the Nevada Public Lands Access Committee, which works to preserve access to state public lands. She is always available to help the Carson City District with projects and frequently performs back-county horseback patrols in regions that are inaccessible to regular employees.

Jackson Field Office Volunteer Designs Award-Winning Poster

Shayne Banks, Public Affairs Specialist, Jackson Field Office

Peggy Hodges-Pitcher, a volunteer for the Jackson Field Office, became committed to the Adopt-A-Horse program after adopting her first mustang. In the five years she has volunteered for the BLM, she has missed very few adoptions in the state of Alabama and has traveled as far as Mississippi, Tennessee, Kentucky, and Georgia to promote and monitor adoption programs in those states. She has spent countless hours working at information booths, inspecting trailers, monitoring traffic, talking to adopters, participating in educational seminars, and generally helping out any way she could.

In addition to helping out at adoptions, Peggy has been involved in several projects which, without her expertise and knowledge, would never have been completed. One of these projects—the layout and design of a poster promoting the Wild Horse & Burro Adoption Program—put her artistic talents to the test.

With photos in hand and ideas in mind, Peggy's creativity flowed abundantly! She created a wonderful collage illustrating the trainability and versatility of the Mustang. Her poster highlights seven mustangs from across the country that have excelled in different equine activities. *MUSTANGS... More than just a living legend!* is a professional full-color poster that shows mustangs participating in dressage, three-day eventing, working cowhorse, endurance riding, a drill team, and a military mounted color guard.

Originally designed as an educational tool for the Jackson Field Office, this poster has become a fantastic promotional tool. It's very popular among adopters and BLM wild horse and burro specialists. Copies have been distributed to all State Offices, the National Program Office, and many field offices. The poster is also immensely well-liked by Breyer Animal Creation (model horses) collectors, who have requested copies to use at horse model trade shows. The poster has helped to educate thousands of people all across the country about the Wild Horse and Burro Adoption program.

LAND IS OUR MIDDLE NAME



County Commissioners Erin Kenny, Bruce Woodbury, Lorraine Hunt, BLM's Mike Dwyer, Commissioners Yvonne Atkinson-Gates, Myrna Williams, and Lance Malone.

CLARK COUNTY HONORS BLM

Phillip L. Guerrero, Las Vegas, Nevada

Clark County, Nevada has recognized the BLM as a good neighbor with a proclamation. The honor was a result of Bureau efforts to make 2,000 acres of BLM land available to the county so that it can complete a transportation beltway around Las Vegas. Clark County estimates the value of the proposed land at \$57 million. The property is being transferred under the Recreational and Public Purposes Act. "That's \$57 million the taxpayers of Clark County won't have to fork over thanks to the BLM," said County Commissioner **Lance M. Malone**.

BLM Las Vegas District Manger **Mike Dwyer** accepted the award on behalf of the Lands areas which actually earned the recognition. "Land is our middle name, but quality of life is central to our business," Dwyer stressed to the county commissioners at the March ceremony. "This is just one way the BLM supports the communities it is associated with."



Jamie Rappaport Clark, Director
Janet L. Miller, Bureau Editor

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Urban Geese: A Safety Concern

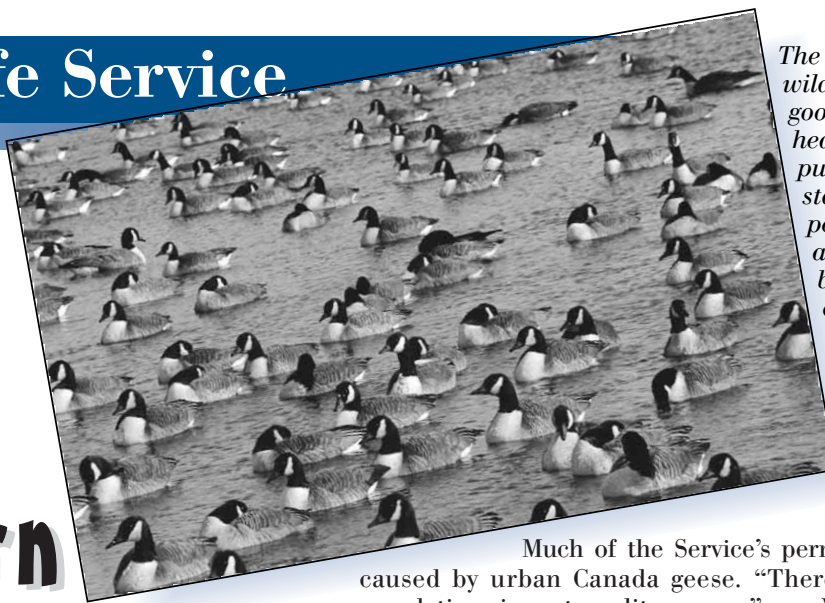
Dan Sobieck and Steve Wilds

"It's a case of our success coming back to haunt us," said **Steve Wilds**, chief of the Fish and Wildlife Service's Migratory Bird Program in Minneapolis. The problem? Canada geese—on lawns, beaches, in public parks, and near airport runways. "Fifteen years ago there were probably only 5,000 Canada geese in the Twin Cities metropolitan area," said Wilds. "Now we've got 25,000 geese and they're causing problems."

As residential and lakeshore development increased in urban areas of the Midwest, the population dynamics of resident Canada geese also changed. In the early 1960s, there were only 50,000 giant Canadas left in North America. Now, there are an estimated two million birds in the eastern U.S. alone. From a goose's point of view, lakeshore lawns, parks, and golf courses—offering short, succulent grass, open water, and few predators—provide ideal habitat for feeding and resting. But, as many urban residents know, there are problems, ranging from 'deposits' made on lawns, sidewalks, and parkways to outright attacks on people as the geese defend nests and goslings.

A more ominous threat also looms—the possibility of goose-airplane collisions near urban airports, which have become popular goose resting spots. Airport authorities and the Service take the threat seriously. In 1995, 24 people died in the crash of a Boeing 707 aircraft after it collided with Canada geese on take-off from Elmendorf Air Force Base near Anchorage, Alaska. And a Concorde jet lost two engines after smacking several geese on final approach at New York's JFK International that year. A similar incident occurred at New York's La Guardia. The FAA estimates that geese strike aircraft 240 times a year, causing millions of dollars in damage.

"This is a problem we've been working on for many years," says **Marlys Bulander**, a migratory bird permits specialist who works out of the Fort Snelling office. Bulander reviews permit applications by state and local governments and researchers to 'take' migratory birds, meaning shooting, killing, trapping, or capturing. The permitting system is authorized under the Migratory Bird Treaty Act and covers many species of



The Service proposed a new permit to allow state wildlife agencies to deal with resident Canada goose populations that pose a threat to public health and safety. Under the proposal that was published in the March 31 Federal Register, states would not have to obtain individual permits from the Service each time a control action was necessary, as is currently required, between March 11 and Aug. 31. Lethal control could be used only if nonlethal means are ineffective or unfeasible. Control actions would not be allowed if they affect endangered or threatened species.

migratory birds, including geese, ducks, raptors, gulls, and songbirds.

Much of the Service's permit workload now centers on the problems caused by urban Canada geese. "There's a real need to actively manage goose populations in metropolitan areas," says Wilds, "not just here but across the country. Our urban Canada goose populations have become a nuisance and, in certain cases, a safety hazard. So far, we've been successful working with local governments, state wildlife authorities, and airport managers to keep these populations under control. But goose populations continue to rise and, once geese establish themselves in an area, they can be very difficult to move."

Control measures have included frightening the birds with vehicles, noisemakers, falcons, and dogs; the use of electric fencing, flags or balloons to discourage geese from landing; capture and relocation; and lethal controls. Catching and relocating them has been used effectively for many years. In mid-summer adult geese molt, losing their old flight feathers and growing new ones—rendering the birds flightless for a few weeks. At this time, adults and juvenile birds can be trapped and transported away from problem areas. Juvenile birds imprint on the area where they fledge, or first learn to fly, so transplanting these birds to different areas ensures that they will return to these new areas during each subsequent spring migration. However, relocation has proven to be a short-term solution, because the market for giant Canada geese has been saturated—every state wildlife agency that wanted geese now has them and they do not want more. Given a choice, the Service would rather employ non-lethal methods, Wilds said. While effective, in the long run they generally just serve to move birds from one area to another, where the same problems occur. This has forced the agency to explore lethal control options.

The Service has authorized special goose hunting seasons before the migration of non-resident birds begins or late in the season once most migrating birds have passed through. Liberal bag limits combined with good hunting conditions and a highly palatable trophy have made the hunts popular. Another option is the food bank program, administered by state authorities under a Service permit. Here, harvested geese are processed, frozen, and donated to area food banks where they are provided at no cost to needy families. "It's a win-win program," says Wilds. "The urban goose populations are held in check and local residents benefit directly. It's been very well-received by most people."

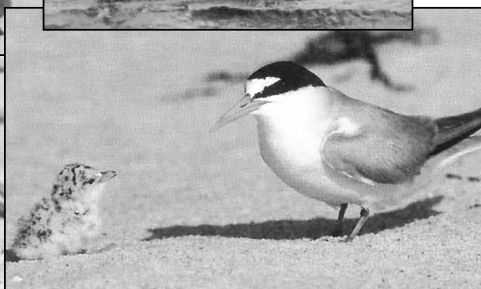
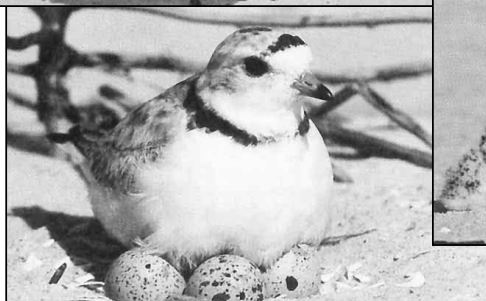
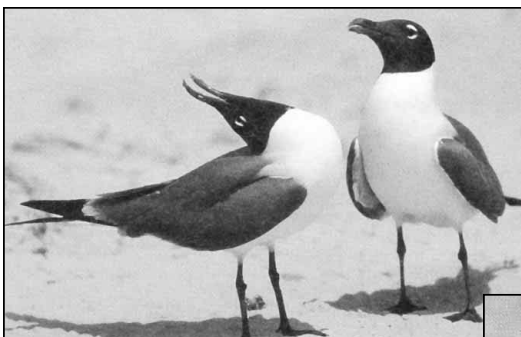
MONOMOY GULL CONTROL FOCUSES ON NON-LETHAL METHODS

Bud Oliveira and Diana Weaver

The Fish and Wildlife Service is relying primarily on non-lethal control methods to deal with gull predation on endangered and threatened sea birds during their nesting season on South Monomoy Island near Cape Cod, Massachusetts.

A control plan that was recently approved by **Secretary Babbitt** and Director **Jamie Rappaport Clark** details procedures to manage competitors and predators of nesting terns and piping plovers on a portion of the refuge. Secretary Babbitt made a commitment last year to personally review this plan. Staff from the offices of **Senators Ted Kennedy** and **John Kerry** and **Congressman William Delahunt** have received the plan and discussed it with Service staff.

"We are pleased to have a plan in place for the coming years," said **Bud Oliveira**, manager of Great Meadows National Wildlife Refuge, which in turn manages Monomoy National Wildlife Refuge. "We know there is disagreement on this issue. There is also considerable support. I am convinced we are following the best course of action



considering our requirements to manage the refuge for migratory birds and to protect endangered and threatened species."

Under the 3-year plan, refuge staff began field work April 1 on South Monomoy Island. On its northern 75 acres, they harass gulls to encourage them to nest elsewhere, and set up signs closing beaches where piping plovers nest. At the beginning of May, more than two weeks earlier than last year, staff set up a resident field camp that they will occupy until late summer. They will intensify harassment activities and in mid-May, count gulls on the refuge.

Throughout the project, non-lethal methods will be emphasized to maintain the area free of gulls. During the bird nesting season, staff will kill gulls only after considerable efforts to encourage them to leave the area. A permit allows the Service to kill a maximum of 75 gulls. Refuge staff will handle predators individually. For instance, if a peregrine falcon, an endangered species, is observed preying on a tern, refuge staff would take no action.

Besides management activities detailed in the plan, the Service contracted with two outside groups to assist in the initiative. Noted seabird scientist **Stephen Kress**, Ph.D., of the National Audubon Society's Seabird Restoration Program, is overseeing development of a long-term management plan for restoring roseate, Arctic, and common terns throughout the region from the northern Gulf of Maine south to Long Island Sound and including Monomoy refuge. This plan will examine tern population trends and develop management goals and methods for restoration activities. Audubon staff will write the plan in consultation with the Service, the Northeast Roseate Tern Recovery Team, National Park Service, state and provincial wildlife agencies, and conservation organizations.

The U.S. Geological Survey's Biological Resources Division in Patuxent, Maryland, is designing a research study to (begin this year) that will examine how gulls may or may not influence piping plover nest site selection on South Monomoy Island. The Service will use results of the study to adapt project management. "We have done everything we can, both scientifically and within our legislative mandates, to accommodate the concerns of our critics," Oliveira said. "We will continue working with the community, listening to concerns, and suggestions and sharing information about the project."

Above left, the laughing gull, *Larus atricilla*, is one of the most common summer gulls along the Atlantic coast, while at right, the herring gull, *Larus argentatus*, is a major predator of coastal sea birds. Bottom, left, the piping plover, *Charadrius melodus*, is an endangered species along major stretches of the northeast coast. Bottom, right, the least tern, *Sterna antillarum*, also is endangered and many of its nesting areas on the Atlantic coast are fenced off during breeding season.

Karen Malkin Leads Policy and Directives Management

Karen A. Malkin recently became chief of the Service's Policy and Directives Management Division, supervising employees engaged in a wide variety of regulatory, policy, and administrative activities. From 1992 to earlier this year, Malkin represented and advised the National Park Service, the U.S. Fish and Wildlife Service, and the Department on a wide range of air resource-related issues before Congress, the public, the U.S. Environmental Protection Agency, and state and federal agencies and regional commissions. She also coordinated and provided policy direction for various Clean Air Act and related legal and policy matters.

On graduating from law school in 1987, Malkin joined the law firm of Wilson, Sonsini, Goodrich & Rosati in Palo Alto, California, specializing in securities and other commercial litigation. After the 1988 elections, she worked on Capitol Hill, focusing on energy, commerce, and environmental issues. From 1989 to 1990, Malkin served as an attorney-adviser to the Federal Energy Regulatory Commission's administrative law judges.

In 1990, she joined the law firm of Van Ness, Feldman & Curtis, where she represented utilities and other industries in a variety of energy, environmental, and natural resources legislative, regulatory, and policy issues. Malkin was associated with Van Ness, Feldman & Curtis until October 1992 when she assumed a policy position with the National Park Service, Natural Resource Stewardship and Science Directorate, as Washington Liaison, Air Resources. Malkin received her B.A. degree from The Johns Hopkins University in 1983 and her J.D. degree from Georgetown University Law Center in 1987. She is admitted to practice law in the District of Columbia, California, and before the U.S. Supreme Court.



Karen A. Malkin



Gary Taylor

Taylor New Deputy Assistant Director, External Affairs

Gary Taylor, a 20-year veteran of wildlife issues and former legislative director for the International Association of Fish and Wildlife Agencies, has been named deputy assistant director of External Affairs. "The Service is very fortunate to have such an experienced professional join our ranks," said **Dan Ashe**, assistant director for External Affairs. "Gary's close association with state wildlife and natural resources agencies—our partners in wildlife conservation—will be a tremendous asset to the Service."

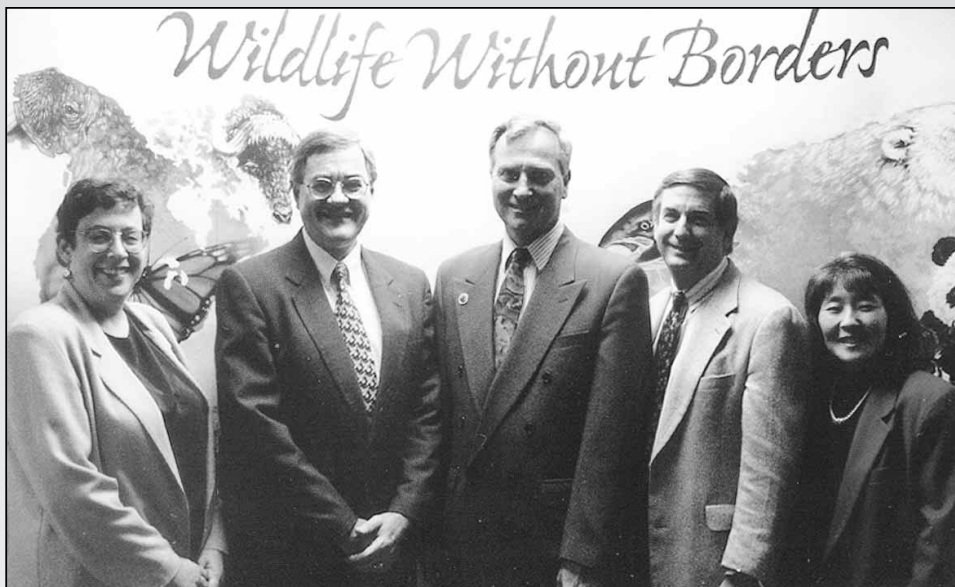
As legislative director, Taylor monitored Congressional legislative activity on fish and wildlife and other conservation and public land issues and represented the association's views before Congress. Among his accomplishments are his contributions to passage of the 1997 National Wildlife Refuge System Improvement Act, the 1997 Sikes Act Improvements, and the conservation title of the 1996 Farm Bill. Much of his professional experience developed with the Maryland Department of Natural Resources, where he was employed for 18 years in various wildlife and endangered species programs. In 1982, he received a Commendable Service Award for the U.S. Fish and Wildlife Service for his work on the recovery of the Delmarva fox squirrel and the Chesapeake Bay population of bald eagles.

In 1990-91, Taylor served as adjunct faculty member of the Johns Hopkins University School of Continuing Studies, where he co-developed a credited certificate program in environmental sciences and designed and taught a course entitled Public Policy and the Environment. He has bachelor's and master's degrees in wildlife conservation and management from the University of Maryland.

INTERNATIONAL AFFAIRS TRANSITIONS

Janet L. Miller

Director Clark recently announced transitions in the leadership of the Service's International Affairs Program. Through its Office of International Affairs, Office of Scientific Authority, and Office of Management Authority, this program is responsible for overseeing U.S. involvement in worldwide conservation efforts. In 1993, the offices dealing with international issues were consolidated under the newly created office of assistant director for International Affairs to ensure a more coordinated effort to address the wide range of ongoing activities and provide for closer coordination among the Regional Offices on cross-border programs.



From left, Dr. Susan S. Lieberman, Marshall P. Jones, Jr., Herbert A. Raffaele, Kenneth B. Stansell, and Teiko Saito.

Marshall P. Jones, Jr. was reappointed assistant director for International Affairs where he has served since December 1994. He is responsible for a staff of 65 biologists, international affairs specialists, and administrative personnel in the three offices, which have a combined annual budget of \$9 million. Jones oversees U.S. participation in the Convention on International Trade in Endangered Species of Wild Fauna and Flora, the Ramsar Convention on Wetlands of International Importance, and bilateral conservation programs with a number of countries in the Western Hemisphere, Africa, and Asia. He also is responsible for grant programs for foreign endangered species and represents the Service on the National Fish and Wildlife Foundation's Save the Tiger Fund Council. Jones began his career with the Service in 1975 as a biologist and technical writer and held several supervisory positions in the Washington office and Southeast Regional Office in Atlanta.

Kenneth B. Stansell was named deputy assistant director for International Affairs and will provide support for the assistant director in managing the ever-increasing complexity of resource issues and multi-national concerns involved in international wildlife conservation. His 24-year career includes field research, state wildlife conservation, and regional office experience. He came to the Service in 1979 from the South Carolina Department of Wildlife and Marine Resources where he developed the nation's first state Section 6 endangered species program under the then-new Federal Endangered Species Act. He began his Service career in the Atlanta Regional Endangered Species Office. Stansell came to Washington in 1986 to participate in Interior's Manager Development Program, after which he was named deputy chief of the Division of Endangered Species and Habitat Conservation. In 1994, he became chief of the Service's Office of Management Authority.

Dr. Susan S. Lieberman is the new chief of the Office of Scientific Authority, which has the lead for scientific assessments under CITES and other international laws and treaties, including evaluations of whether activities are detrimental to wild populations, assessments of the status of foreign species under the U.S. Endangered Species Act, and conservation evaluations of the impacts of international trade on plant and animal species. She joined the Service in 1990 as CITES policy specialist in the Office of Management Authority and became chief of the CITES Operations Branch of OMA in 1994. Lieberman previously worked with the Humane Society of the United States as associate director for wildlife specializing in international wildlife trade issues. She also has done research in primate and desert tortoise ecology and evolution. Her Ph.D. research was in tropical ecology, focusing on amphibians and reptiles in Costa Rica.

Teiko Saito, who was named chief of the Office of Management Authority, returns to the Service after several years in Interior's Office for Equal Opportunity, most recently serving as assistant director for Civil Rights Programs. The Office of Management Authority handles all aspects of U.S. implementation of CITES, including issuing or denying wildlife importation and exportation permits. Saito will coordinate development of all U.S. positions and regulations regarding trade policy issues involving both wildlife and plants, including CITES, the African Elephant Conservation Act, Wild Bird Conservation Act, and Pelly Amendment. Saito has held several previous positions with the Service. She began her career with the Service in 1980 as the regional equal employment officer in the Anchorage, Alaska, office and came to the Washington headquarters in 1983 as a program analyst in the Office of Endangered Species.

Herbert A. Raffaele is continuing as chief of the Office for International Affairs, a position he has held since 1994. Through this office, the Service has established wide-ranging programs in Russia, China, India, South Africa, and the Western Hemisphere, including include rhino and tiger conservation, the North American Free Trade Agreement, and Wildlife Without Borders, as well as development of the first wildlife conservation training institutes in India, Mexico, Central America, and South America. Raffaele began his Service career in 1983 in the Office of International Affairs as the branch chief for the Western Hemisphere Program. Before joining the Service, Raffaele spent seven years in Puerto Rico, as a natural resources specialist in the Bureau of Wildlife and then as director of fish and wildlife planning in the Department of Natural Resources. He recently published the first fully illustrated field guide to birds of the Caribbean, following up on his earlier book on birds of Puerto Rico and the Virgin Islands.

Fishing Futures: Research, Roundtables, & Multiple Use — 6, 7, 8 and 10



Kevin Gover, Assistant Secretary
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JICARILLA APACHE WATER-RIGHTS CLAIM SETTLED BY FEDERAL JUDICIAL ORDER

A significant first step toward the resolution of Indian water-rights claims in New Mexico was taken April 6 in Albuquerque, N.M., when Chief U.S. District Court **Judge John E. Conway** signed an order that finally adjudicates the water rights of the Jicarilla Apache Tribe in the Rio Chama Basin in northern New Mexico. The order, which is a Partial Final Judgment and Decree, will determine the tribe's water rights on the east side of its reservation. The signing took place in the U.S. District Court.



Native American Water Rights

"This settlement provides benefits to numerous water users throughout northern New Mexico," said **Tim Vollmann**, the chairman of the Federal Negotiating Team. "The tribe worked closely with all the parties in the Rio Chama Basin, addressing their concerns and seeking their support." All objections to entry of the decree were addressed, which enabled Judge Conway to sign the decree without holding a trial on the matter.

Although numerous lawsuits have been filed in New Mexico over the last 30 years to determine the water rights of Indian tribes, this is the first final decree adjudicating such rights in the Rio Grande Basin and its tributaries. Claims of a dozen other Indian tribes are pending.

The court proceedings that led to the signing of the decree were a product of the 1992 Jicarilla Apache Tribe Water Rights Settlement Act, which conditioned the settlement on the entry of final decrees in two general stream adjudications, the Rio Chama in federal court, and the San Juan River in state district court in San Juan County, N.M. The state proceedings are pending.

Under the settlement the Jicarilla Apache Tribe entered into a federal contract with then Interior Secretary **Manuel Lujan** in December 1992 to provide the tribe with a share of federal project water from the Navajo Reservoir in northwestern New Mexico and from the San Juan Chama Project. The latter project delivers water to the tribe and other contractors at Heron Reservoir, located on the eastern boundary of the tribe's reservation.

The proposed decree was the subject of a motion filed jointly in 1995 by the tribe, the Federal Government, and the state engineer. Numerous public meetings were held in the Town of Espanola, the Village of Abiquiu, and other locations within the Rio Chama Basin in 1996-97 to ensure that water users were fully informed of the terms of the tribe's water-rights settlement.

The Interior Department has five other negotiating teams working to resolve Indian water-rights claims in the State of New Mexico. These include the claims of Taos Pueblo, three pueblos on the Rio Jemez north of Albuquerque, and four pueblos on the Rio Pojoaque, which are located north of Santa Fe, where litigation has been pending since 1966.



Ursula Roach, a Bureau of Indian Affairs employee, received major coverage in Italian news media during her visit to Genoa to speak on Hopi culture and contemporary American Indian issues.



Sen. Domenici

Sen. Murray

Sen. Johnson

Senators Support Additional Funding for BIA School Construction and Repair

Assistant Secretary for Indian Affairs **Kevin Gover** thanked three members of the Senate—Senators **Pete Domenici** (R-N.M.), **Patty Murray** (D-WA), and **Tim Johnson** (D-S.D.)—for their support of a proposed additional \$80-million in much-needed funds for the construction and repair of Bureau of Indian Affairs schools.

"We greatly appreciate their support for these funds," Gover said on April 3. "With an estimated backlog of more than \$695-million in work needed to abate health and safety code deficiencies in our Indian schools, these proposed funds are especially welcome."

The \$80 million would be in addition to the \$86.6 million for BIA school construction and repair proposed in President Clinton's Fiscal Year 1999 budget. The extra funds are proposed through the Fiscal Year 1999 Concurrent Resolution on the Budget. If adopted by the Congress and signed into law, the additional funding would bring BIA's total school construction and repair budget to \$166.6 million for FY 1999.

BIA's education-related buildings, most of which are old and in poor condition, house 53,000 Indian students. Two percent of the buildings are more than 100 years old, 20 percent are more than 50 years old, and 50 percent are more than 30 years old. Most educational facilities are designed and built to function for an average of only 25 years.

PARTNERSHIPS LINK TECHNOLOGY TO NATIVE AMERICA EDUCATION REFORM

An unprecedented collaboration among the Bureau of Indian Affairs, other federal agencies, private foundations, and a unique student school-to-work program is improving access to the Internet for rural American Indian elementary and high school students. As a result, 28 schools on the Navajo Reservation, the Pueblos of New Mexico, and the Pine Ridge Reservation in South Dakota will be connected to the Department of the Interior's Internet system.



More than \$1 million in technology resources from the collaborative effort will help students at the pueblos of New Mexico improve their math and science proficiency. That partnership includes the BIA's Office of Indian Education Programs; Microsoft, UPS; Intel Corporation; the Department of Energy; the one2one Indigenous Learning Foundation; and the Los Alamos National Laboratory.

Continued on bottom page 23

A HOPI IN ITALY

Ursula Roach, a member of the Hopi Tribe, received royal treatment in the home town of Christopher Columbus, where she recently addressed a symposium on Hopi culture and contemporary Native American issues.

An Equal Employment Opportunity specialist with the Bureau of Indian Affairs, Ursula was the guest speaker at the Ethnographic Museum of the Castle of D'Albertis and Cesare Marino in Genoa, Italy. She was invited by the museum and the National Museum of Natural History of the Smithsonian Institution. Ursula spoke at a well-attended exhibition of Hopi artifacts and entertained questions about the Hopi culture and religion and her experiences living in two worlds. She also was asked about the Bureau of Indian Affairs and its relationship to Native American tribes.

Ursula said she was treated "like a queen" by the Italian people, whom she described as very kind and friendly. She also received extensive media coverage during her March 19-23 visit. **Maria Camilla de Palma**, director/curator of the D'Albertis museum, expressed surprise at the outstanding public interest and response to the Hopi exhibit—the first of its kind in Genoa to focus on American Indian culture.

The exhibition was held in the old palace of the duke which is within walking distance of the home of Christopher Columbus, who first learned his seafaring skills on Genoa trading ships in the Mediterranean Sea. Ursula was given a personal tour of the Castle D'Albertis, which was donated to the City of Genoa on the death of the wealthy sea captain after whom it is named. The castle is being converted into a museum. When completed, the museum castle will exhibit artifacts collected by Captain D' Albertis during his travels around the world. His collection from the United States contains many artifacts from Arizona and New Mexico, including items from the Hopi tribe.

Supporting a Spiritual Reverence for the Earth

Gail Sloan and Bill Welton

In partnership with the Bureau of Indian Affairs and the USDA Forest Service, Haskell has developed a program that combines a solid academic foundation, an emphasis on holistic natural resource practices, and real-life job training. The aim is to prepare Native American and Alaska Native students to manage tribal natural resources without sacrificing traditional beliefs and practices. The school also developed a job-placement program that provides summer employment and ultimately permanent, professional-level positions for its students and expanded its associate degree offerings to better prepare students to transfer into a bachelor of science program.

A diverse group of resource professionals began work on the project in 1988. The group included BIA and Forest Service managers, a staff member from the Society of American Foresters, and two university resource program chairpersons. They identified several major obstacles to the entry of Native American students into natural resources careers. These include: inadequate academic preparation for college; lack of cultural support from higher education; weak recruitment for academic programs in natural resources; insufficient exposure to career opportunities, role models, and mentors in the field; lack of summer work experience or knowledge of cooperative educational opportunities; and the frequent inability of students to provide for personal needs, tuition, and travel for college or employment.

At the time, of the 3,500 students graduating each year with forestry-related majors from accredited universities, only 15 were Native American, according to a report from the Society of American Foresters. Haskell staff realizing that these difficulties could be overcome with the assistance of tribal organizations and federal resource agencies. Haskell, therefore, appointed a natural resources advisory board to include representatives from three inter-tribal resource organizations and a number of federal resource agencies that benefit from the success of the program. The board's goal is to assist Haskell in resolving existing obstacles and to identify future needs of the tribes, agencies, and students.

Using board advice and support, Haskell developed a multi-agency work-study program, which provides summer jobs for freshman and sophomore students who are academically eligible and who want to learn more about natural resources. Employment offers opportunities for experience and learning in a variety of skills, including forestry, land management, soils, and hydrology. Students who are successful in the program and who desire further experience may then apply for a cooperative education position during or after their sophomore year.



Alumni of Haskell Indian Nations University join Dr. Gail Sloan to recruit Native American and Alaska Native students at a recent Haskell Career Fair. From left, in back row, Jay Vestal, a Hydrology Co-op, Oklahoma State University; Dr. Gail Sloan, USFS/BIA liaison; Chad BaconRind, Fisheries Biologist-Kansas State University; in front row, Lucille Barber, summer intern at Haskell; Michael Benedict, Ecology Co-op, University of Kansas. Photo by Arch Wells

The co-op program provides tuition and fees during the regular academic year and employment in the summer, and most often leads to a career in natural resources. Students are given a priority for selection for available positions after completion of their bachelor of science degree. Currently, Haskell has graduated 16 co-op students who have transferred to 11 universities and 12 students have completed bachelors degrees in natural resources fields. All are working in professional level positions for tribes and government agencies.

The importance of academic preparation in making this program successful cannot be stressed enough. Early on, the natural resource staff at Haskell recognized the need to be aware of the nontraditional nature of its students and the variety of situations and obstacles that could deter those students from having a successful academic and work experience. On the other hand, nontraditional students often are the most successful because

they have seen how career choices are limited by lack of postsecondary training. They have experienced the frustration of having their tribes' resources managed by non-Indians because there are no appropriately educated tribal members. There is also a concern that non-Indian managers do not understand the traditions of Native Americans related to the land and its use.

Haskell's administration chose to build its natural resources curriculum as a transfer program rather than a technical-vocational one. This decision was made because there are a number of persons practicing in the technical and vocational areas already but there is a great need for education and research-based experience. At Haskell, the students' ties to the land are reinforced by on-going classroom and field experiences. A valuable classroom resource is Haskell's 60 acres of on-campus wetlands, which

Managing Tribal Natural Resources Without Sacrificing Traditional Beliefs and Practices

focuses environmental science research by interdisciplinary classes. This is an excellent example of using an innovative opportunity to augment classroom learning. Taking advantage of all resources is important to the success of the program, especially with limited funding.

Another key essential to the program's success is development of mentoring and role-modeling. Haskell alumni who have graduated from four-year institutions with degrees in natural resources are asked to advise and mentor students transferring to their alma maters. In keeping with traditional Native American practices these natural resource professionals are formally honored when they return to campus. The holistic education approach supports partnerships and learning that combine family and community support, educational preparation, work experience, and financial aid. These elements help students to learn in a positive environment that supports a traditional spiritual reverence for the Earth.

By maintaining cultural identity and accepting the challenges and opportunities offered by today's society, Haskell students bridge traditional and modern cultures. Many students return to their tribes or local BIA offices as professionals and use their expertise and experience within their cultural base. Those who are not employed by tribes contribute to a diverse natural resources workforce in local, state, and federal agencies across the country. And these professionals may be the most valuable tribal resource.

For more information regarding student employment and/or the Indian Forestry Act, please contact the Natural Resource Liaison at Haskell Indian Nations University, (785) 749-8427.



One of the major aims of Haskell's holistic program is to train Native Americans to manage their Tribal resources, such as extensive forest lands, in a manner consistent with traditional beliefs and values.

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PARTNERSHIPS LINK TECHNOLOGY

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A recent \$2-million grant from the Annenberg Rural Challenge is aimed at integrating community-based education in various curricula from kindergarten through twelfth grade. Developed by the Santa Fe Indian School, the community-based education program engages students, teachers, tribal leaders, and tribal communities in issues and problems that involve the environment, natural resources, health, and other areas. This program also highlights language preservation, culturally congruent curriculum and staff development, youth leadership, and pathways to economic self sufficiency.

These initiatives are having a positive effect on tribal communities. For example, Santa Fe Indian School high school students recently launched a Native American Students Recycling Used Technologies Program (STRUT) in which students construct computers for the elementary tribal day schools. The program, which teaches a variety of marketable job skills, is supported by the BIA's Office of Indian Education Programs, Microsoft, UPS, Intel Corporation, the Department of Energy, and the one2one Indigenous Learning Foundation. The STRUT program provide computers for the national Access Native American Net Day on May 16. Pueblo communities will join national leaders to celebrate and demonstrate the educational importance of technology and connection to the Internet.



Robert G. Stanton, Bureau Director
Ricardo Lewis, Bureau Editor
CC:Mail to Rick Lewis at NP-WASO

NPS PEOPLE

Davis, Lawler Named Deputy Regional Directors

Gentry Davis and **Joseph M. Lawler**, both career managers with the NPS, have been named to two deputy regional director positions in the National Capital Region, headquartered in Washington, D.C.

The appointment of Davis, 51, and Lawler, 48, was announced by National Capital Regional Director **Terry R. Carlstrom**. Davis has been superintendent of National Capital Parks-East, headquarters in Anacostia, since 1990. Lawler has served in National Capital Region headquarters since 1995 as superintendent of the Support Office and since 1997 as acting deputy regional director.



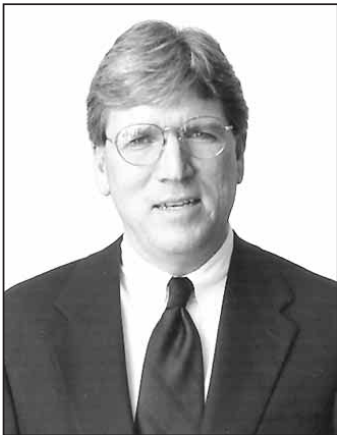
Lawler and Davis will share management responsibility with the regional director. Lawler's position will focus on operational matters, including oversight of the Support Office, the parks, and the U.S. Park Police. Davis' position will focus on external issues and development of partnerships with state and local entities, constituent groups, and the public.

The National Capital Region comprises the nation's oldest federal parks, including the White House grounds, the National Mall, and the grounds of the Washington Monument. These parks date to 1790 when Congress established the seat of the Federal Government in the District of Columbia. Today the National Capital Region includes 50,000 acres of

federal parkland in the District of Columbia, nearby Maryland, Virginia, and West Virginia, employs more than 2,000 park ranger, maintenance, and support personnel, and attracts more than 31 million visitors annually to its sites. The budget for the region is about \$142 million.

In his previous position, Davis directed the management of 12 NPS units. He received the Interior Meritorious Service Award in 1996. Davis, who served as superintendent of various NPS units from 1987 to 1990, began his NPS career in the National Capital Region in 1971. He holds a B.S. degree from Grambling State University, served in the U.S. Army from 1966 to 1968, and is originally from Natchitoches, Louisiana. He and his wife, Mary, live in Clinton, Md., with their three children.

Lawler has held top posts in numerous parks in the Washington, D.C. area, including associate regional director for operations (1994), director of Wolf Trap Farm Park (1992-94), and general manager of the John F. Kennedy Center for the Performing Arts (1988-92). He joined the NPS in 1972 as a park technician, became a permanent park ranger in 1975, was named Superintendent of the Year in 1994, and received the Interior Meritorious Service Award in 1997. He has a B.A. degree in English from the University of Scranton (Pa.) and has done graduate work in public administration at George Washington University and George Mason University. Lawler is married to the former Libby Brennan of West Pittston, Pa. He and his wife reside in Lake Ridge, Va., with their two sons.



Nelms Appointed Park Tourism Chief



NPS Director **Robert Stanton** has appointed **Georgette Nelms** as the chief of the Office of Tourism, headquartered in Washington, D.C. In her new position, Nelms will implement, strengthen, and expand the service-wide tourism program in line with the goals and objectives of the NPS Strategic Plan. She will communicate with other governmental agencies and the travel and tourism industry in the promotion of informed and responsible tourism while enhancing the Service's efforts to promote the diversity and scope of the National Park System.

In addition, Nelms will provide staff support to the National Park System Advisory Board's Committee on Use, Recreation, and Tourism and continue establishing relationships with the international tourism industry. Nelms' duties also include

developing a series of Guide's Guides to the National Parks, and preparing Service-wide training materials on working with the travel industry.



NPS and South African natural resource managers who took part in a five-week training program at Albright Training Center included, from left, in the front row: Edward Carlin, Albright Training Center; Dave Schmitz, Gates of the Arctic National Park & Preserve; Don Hamilton, Upper Delaware Scenic & Recreational River; Tod Williams, Great Basin National Park; Roy Zipp, Big Thicket National Preserve; in the second row: Sibusiso Thusi and Phineas Nobela, South African Department of Environmental Affairs & Tourism; Jane Rodgers, Joshua Tree National Park; Jill Oertley, Sequoia and Kings Canyon National Park; Deborah Cohen, Antietam National Battlefield; Linda Gregory, Acadia National Park; Jeannie Whitler, Rock Creek Park; Mary Rasmussen, Crater Lake National Park; in the third row: Samantha Weber, Cabrillo National Monument; Leonel Arguello, Redwood National Park; Frank Hays, Grand Canyon National Park; Bryan Gorsira, Manassas National Battlefield Park; Richard Evans, Delaware Water Gap National Recreation Area; Jesse Purvis, New River Gorge National River; Dave Wood, Southeast Utah Group; in the fourth row: Kristina Heister, Valley Forge National Historic Park; Mark Nicholas, Gulf Islands National Seashore; Rueben Ngwenya, Moses Mothusi, and Simon Makhari, all of the South Africa Department of Environmental Affairs & Tourism; and Allan Ambler, Delaware Water Gap National Recreation Area.

Albright Center Meets the Training Needs of Natural Resource Managers

Frank Hays, Grand Canyon National Park

Although the words 'National Park' have long evoked images of beautiful, pristine landscapes and healthy ecosystems, today's images also include overcrowding, congestion, and threats to park resources from external and internal sources.

As author **John Freemuth** has written, the situation of many national parks in the United States and around the world can best be described as *Islands Under Siege*. Natural resource managers must now draw on an increasingly specialized range of expertise to deal with the environmental, financial, and cultural challenges that confront their parks. This challenge calls for more knowledgeable, better trained, and more sophisticated and resourceful managers.

To help meet this need and foster the continued professional development of NPS natural resource managers is the mission of the Albright Training Center at Grand Canyon National Park, which recently conducted a five-week course entitled *Fundamentals for Natural Resource Managers*. More than 45 sessions were presented during the training program that was held Jan. 29-Feb. 26. The course covered subjects that ranged from budgeting to endangered species management, from procurement to the policy and legal framework for national park management.

Befitting the global nature of the national park idea, the 19 NPS resource managers in the program were joined by five resource managers from parks in South Africa. The pervasiveness of the challenges facing parks around the world was easily recognized by the participants, who were intrigued by the similarities of the issues, problems, and experiences of resource managers from parks here and abroad.

Several suggestions for enhanced cooperation between the NPS and the South African parks were developed during the discussions, including the exchange of subject matter experts and training. There also were suggestions to establish a sister-brother park programs between the two countries. The South African participation played a large part in making the course a success, leaving many of the NPS participants with the belief that cooperation between the world's parks could someday make the national park idea not only one of America's 'best ideas' but also one of the world's.

Risk Management Distance Learning

The NPS Training and Development community at the Albright Center is also developing a number of alternate methods to provide training for employees. Delivery methods would include one or a combination of the following: correspondence courses, computer-based training, Internet delivered training, audio conferencing, and video conferencing.

The first service-wide satellite training session, for example, was broadcast Dec. 1 in partnership with Indiana University. More than 600 participants at 72 sites in 50 states tuned in to the historic distance learning program *A New Perspective on Risk Management*. Director Stanton opened the session by reiterating his commitment to making the NPS a safer place for employees.

The two-and-a-half hour interactive broadcast stressed that it will no longer be business-as-usual when it comes to the health and safety of NPS personnel. Having employees develop and carry out this training program will help the NPS to begin changing a safety culture that in the past put the task before the employee. For more information on the service-wide satellite training program, contact **Jim Boyd** at (520) 638-7980.

AROUND THE PARKS



NATIONAL PARK WEEK

April 20-26, 1998

Canadian and U.S. state/provincial and federal governments will participate. The park preserves much of the historic district in downtown Skagway and manages the American side of the 33-mile Chilkoot Trail. The public affairs contact is **John Quinley** at (907) 257-2696.

All Aboard for Education: The National Park Service, Jean Lafitte National Historical Park and Preserve, and the National Park Foundation teamed up with Amtrak (National Railroad Passenger Corporation) to provide on-board educational programs for passengers traveling on trains through the southeastern United States. The Trails & Rails program is offered during the summer months on board the *Sunset Limited* between New Orleans and Lafayette, Louisiana, the *City of New Orleans* between New Orleans and Jackson, Mississippi, and the *Crescent* between New Orleans and Atlanta. NPS rangers and volunteers will provide information and special programs on the significant natural and cultural sites, history, the environment, and the cultural diversity along each route.

New Orleans Jazz National Historical Park will also join the on-board education programs and demonstrations on the history of Jazz and Blues. The programs will be presented intermittently on board the *City of New Orleans* between New Orleans and Chicago in conjunction with the regularly scheduled Trails & Rails program, which will be offered from May 23-Sept. 8. The programs will be available on the regularly scheduled *Sunset Limited* between New Orleans and Lafayette, Louisiana, as the train makes its run between Los Angeles and Orlando, Florida; on the *City of New Orleans* from New Orleans to Jackson, Mississippi, on its run to Chicago; and on the *Crescent* between New Orleans and Atlanta on its New York run.

Program participation in both directions requires an overnight stay in Lafayette, Jackson, Atlanta, or Chicago. In New Orleans, all trains depart from Amtrak's Union Passenger Terminal located at 1001 Loyola Avenue. In Lafayette, the *Sunset Limited* leaves from the Southern Pacific depot located at Grant and Jefferson Streets. The *City of New Orleans* departs from Jackson's Amtrak station at 300 West Capitol Street and Chicago's Union station at 225 S. Canal. In Atlanta, the *Crescent* departs Brookwood (Peachtree) Station at 1688 Peachtree Street N.W. Summer program schedules will be released shortly. For more information, contact **James E. Miculka**, NPS Trails & Rails Coordinator, (504) 589-4428 ext. 10.

Heralding Untold Stories: The slave who risked it all to reach freedom, and the originators of the first Women's Rights Convention 150 years ago were two of the untold and lesser known stories heralded during National Park Week 1998, April 20-26. The week-long celebration focused on what it means to be an American and how the National Parks hold the key to answering that question. Events at the more than 370 NPS units around the country were dedicated to educating Americans about the breathtaking natural wonders and inspiring human struggles that are such an important part of our national heritage.

Klondike Gold Rush National Historical Park (Alaska) is planning an international celebration with Canada on Aug. 15 in commemoration of the 100th anniversary of the gold rush. The event will be at Lake Bennett, British Columbia—the end of the Chilkoot Trail and the start of the water route to the Klondike. Bennett is accessible only by train, boat, and trail. Special guests and representatives of the



Officials participating in the lands transfer signing ceremony are, from left, Katy Sorensen, a Miami Dade County commissioner, Dick Frost, superintendent of Biscayne National Park, Alex Penelas, the mayor of South Dade (who is signing the agreement), and Dennis Moss, a Miami Dade County commissioner.

SOUTH FLORIDA LEADERS LAUD NPS PARTNERSHIP

At a ceremony marking the transfer of more than 200 acres of federal land to the local government, community and business leaders of Miami Dade County heaped praise on the National Park Service for its continuing efforts to help promote the area's economic growth.

Superintendent **Dick Frost** of **Biscayne National Park** represented the NPS at the Feb. 26 signing of documents that transferred a 213-acre parcel of the Homestead Air Force Base, at no cost, to Miami Dade County through the NPS Federal Lands to Parks Program. The county will use the land for a new regional park. The ceremony marked the pinnacle of a collaborated, successful effort between the NPS, the Air Force, and Miami Dade County.

During his introduction, **Alex Penelas**, the mayor of South Dade thanked the NPS for the "Ten Million Dollar" gift (the estimated market value of the property), and the NPS received many thanks from local business people, who see the project as exactly the kind of quality-of-life factor that is essential to stimulating economic recovery and growth. Also participating in the transfer event were Miami Dade County Commissioners Katy Sorensen and Dennis Moss, local business leaders and NPS personnel.

When completed, the park will include a freshwater lake, small beach area, picnic areas and shelters, a family aquatics center- swimming pool, sports fields for baseball, softball, football, and soccer, a running track, courts for tennis, basketball, racquetball, and volleyball, and a gymnasium for indoor recreation. The new regional park will be near residential subdivisions and within walking distance or a short drive of most of the users in the Homestead area.

A larger public ceremony on the park site is planned for mid-April. The transfer continues Federal Lands to Parks Program's strong history in Florida. The program has had remarkable success in the Sunshine state, transferring 41 properties encompassing more than 5,790 acres for public park and recreation purposes.

In addition, the ceremony was an important opportunity for Superintendent Frost to demonstrate the NPS interest and commitment to Miami South Dade and showcase the benefits of Park Service-community partnerships. For more information about the program, contact **Bill Huie**, SERO Federal Lands to Parks Program manager, at (404) 562-3175.



Women's Rights National Historical Park to host conference on Women's Movement. Steamtown NHP and Gateway NRA host celebrities, page 9.

On The Move

Theresa Ely, formerly with the BLM in Denver, to supervisor for the NPS GIS program in Denver; **Bill Carroll**, chief ranger at Big Cypress, to assistant superintendent at Chattahoochee River; **Richard Adams**, a licensed civil engineer with the U.S. Army Corps of Engineers, to facility manager at Carlsbad Caverns NP; **Judy Iburg**, program manager at Gulf Islands, to assistant superintendent at Big South Fork; **Bruce Weisman**, museum technician in Washington DC, to supervisory museum curator at Mount Rushmore National Memorial.

Monika Mayr, superintendent at Obed, to assistant superintendent at Biscayne; **Laura Illige**, park ranger at Cape Cod, to Branch Chief of Interpretation at Lake Meredith and the Alibates Flint Quarries National Monument; **Chris Zinda**, chief of administration, Capitol Reef, to same at Wrangell-St. Elias; **Sean Hennessey**, park ranger (interpretation) at Boston, to public affairs coordinator, Boston; **Gerard Baker**, superintendent at Little Bighorn Battlefield, to superintendent at Chickasaw.

Neil Mangum, historian for the Trans-Pecos Region stationed at Sul Ross University in Alpine, Texas, to superintendent at Little Bighorn Battlefield; **Lars Hanslin**, Office of the Solicitor, to Assistant to NPS Director; **William Shadox**, NPS Chief of Land Resources, to acting associate director for professional services; **Ping Crawford**, superintendent at San Juan, to superintendent at Kings Mountain—replacing **Mike Loveless** who passed away Jan. 1; **Bill Harris**, superintendent at Cape Lookout, to management assistant for the Southeast Support Office;

Earle Kittleman, from the acting to permanent communications officer in NCR; **Tina Hartz**, program clerk at Indiana Dunes, to budget assistant at Dinosaur; **Alan**

Ragins, Intermountain's manager of the Rivers, Trails and Conservation Assistance Program, to a year's leave of absence at Conservation International in Guatemala; **Gerry Peterson**, chief of maintenance at Virgin Islands, to maintenance chief at Jean Lafitte; **Bonnie Margadant**, Florida National Guard, to purchasing agent at Castillo de San Marcos; **Hank Brightman**, environmental protection specialist, WASO, to U.S. Secret Service; **Pat McCrary**, superintendent at Padre Island, to superintendent of the Oklahoma City National Memorial; **Phil Clark**, civil engineer at the Columbia Cascades SSO, to engineer/facility manager of the Southern Arizona Group Office; **Neil DeJong**, chief of interpretation at Everglades, to chief of interpretation and education for the Intermountain Support Office.

Retirements: **Fred Young**, district ranger at Pictured Rocks, has decided to retire after 31 years with the NPS. Fred will stay in the Munising area where he will devote more time to his twig furniture business, photography, and hikes in the woods; After 37 plus years of NPS service, **Cal Cooper**, chief, project management at DSC, announced his retirement; **Jerry Hawkins**, maintenance mechanic leader, at Whiskeytown decided to retire. Jerry worked his entire 27-year NPS career at Whiskeytown; Manassas chief ranger **Carl Hanson** retired early this year after 35 years with the NPS. About 27 of those years were at Manassas; **Bob Kearns**, facility management specialist at Cuyahoga, retired Jan. 16; Jefferson National Expansion's chief ranger, **Deryl Stone**, has retired after 27 years in the NPS. He and his wife, Connie, will remain in St. Louis, where they have an antique business. Cumberland Island National Seashore Employee's Association hosted a retirement party for **Newton Sikes**, who has had a 41-year NPS career. **John Welch**, superintendent at Chickasaw, has retired. A 27-year veteran of the NPS, Welch had been at Chickasaw for 2 1/2 years.



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In the Wake of El Niño

California Biologists Revisit One of Their Favorite Communities

Walter Bonora

El Niño's relentless rains had pounded the area, spreading chaos to nearly every part of Ventura County. Mud slides and widespread flooding washed away bridges, forced highway closures, and sent people fleeing from their homes. The county was in the grip of yet another bashing from nature at its most powerful. But in the sunny and windy aftermath, as though El Niño were but a gentle breeze, a group of undaunted biologists made their semi-annual trek over rough terrain to look in on one of their favorite communities—the rocky intertidal beds of Southern California.

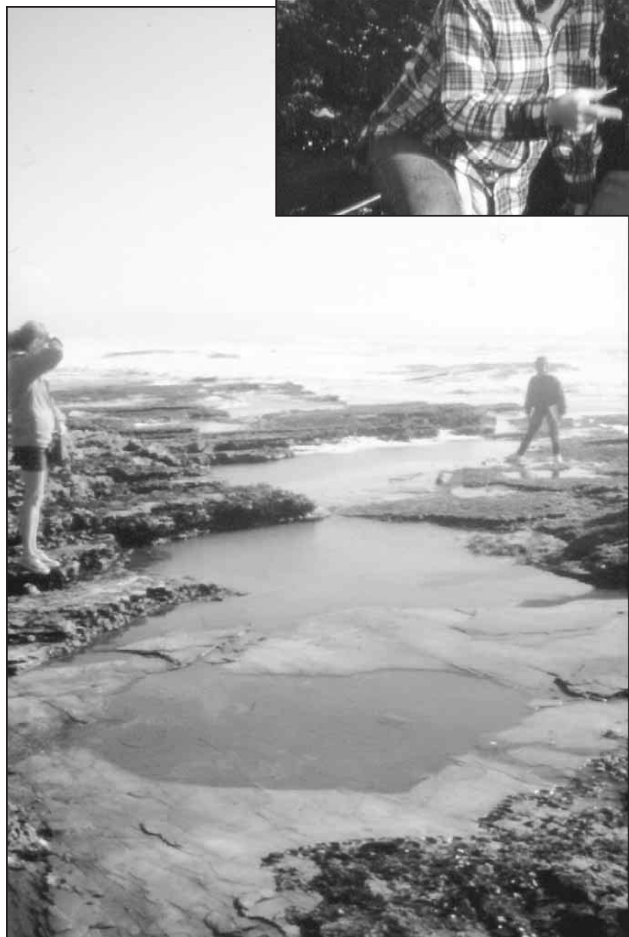
E-mail and fax machine realities disappeared quickly as they entered a pristine environment that was being punished by El Niño's face-smashing winds and twenty-foot surf. At first, I thought I must be crazy to go with them onto the exposed rocky shoreline that was swept by such powerful winds. How would I keep my camera steady, much less take notes? But their enthusiasm for a group of lowly sea creatures became contagious. I found myself happily sliding down a sandy cliff, eager to observe mussels and abalone in their rocky intertidal habitats.

Minerals Management Service biologists, along with their partners from the University of California, Santa Cruz, had hiked two and a half miles from the nearest road, carrying field gear and camera equipment, worked their way down a precarious, muddy slope, then carefully moved over slippery shale and rocks to monitor abalone and mussel abundance. The strong winds brought the wind chill down to finger-numbing discomfort, yet the team enthusiastically pushed onward.



But their enthusiasm would soon be checked. "Nature always fascinates me," said team leader **Mary Elaine Dunaway**. "I'm always in awe when something unexpected happens." And the unexpected was finding that one of their monitoring sites had been sheered away by El Niño. Gone. Vanished. Where there was once a 20-foot section of rock with its abalone inhabitants, now stood a flat surface looking much like a long, smooth, piece of slate.

"Nature continually reveals something new to us," said Dunaway. Instead of being angry or frustrated that seven years of studies had



Above, Mary Elaine Dunaway, left, and Fish and Wildlife Service biologist Lisa Roberts, right, record data at one of the abalone sites on Vandenberg Air Force Base near Santa Barbara. At left, biologists examine the site where a section of rock was sheered away by the force of El Niño. Below, at left, fisheries biologist Herb Leedy photographs an intertidal plot. Photographing the plots helps to identify the life forms occurring there and to track their abundance before and after a potential oil spill. MMS staff photos

been washed away in a matter of moments, the biologists proceeded as though contending with nature's tricks and fancies were all in a day's work. "We look at this occurrence as another data point," added fisheries biologist and team member **Herb Leedy**. "It's all part of the natural flow of things, even though this was a particularly hard El Niño."

Environmental studies funded by MMS, such as the monitoring of intertidal beds, are necessary to determine the effects of offshore oil development on these communities. Several species depend on mussels and abalone for their existence—lobsters find mussels appetizing and abalone are a favorite food of sea otters. The data collected from the studies will be used to determine what measures to take to protect these species if they are found to be in jeopardy.

Though Dunaway and her colleagues are very fond and protective of their creatures, they also realize that nature must do its thing. Biologist **Mark Pierson**, a marine mammal specialist, commented that El Niño has been here for a long time. The weather pattern brings benefits to some, and destruction to others. Not just the homes of people get washed away. Other creatures also lose their habitats.

Like gardeners carefully tending to their plots, Dunaway and her team—Mark Pierson, **Lynette Vesco**, **Mike McCrary**, Herb Leedy, along with **Pete Raimondi** and **Melissa Wilson** of UC Santa Cruz—videotaped, mapped, counted, charted, and recorded the numbers of abalone, mussels, sea stars, owl limpets, sea grass, and other life forms that make up the gentle ecosystem living along the rocky intertidal beds of California. "Nature is so perfect. And there is so much yet to discover," said Dunaway.

The Year of the OCEAN

*The future of civilization depends on water.
You all now have the duty . . . to convince people.*

Jacques Cousteau

The oceans, which cover nearly 70 percent of the Earth's surface, are the world's largest biomes—entire communities of living organisms in major ecological regions. But the oceans are not evenly populated. Marine life is more dense and diverse along the coast, and less so in deeper waters.

The biologically richest marine habitats are estuaries, such as the Chesapeake Bay, which is one of the world's richest marine habitats, producing millions of pounds of crabs, oysters, and fish each year. Coastal waters support rich communities of plants, animals, and microbial life. In tropical waters, coral reefs are the most biologically diverse communities. In the deepest waters, perpetual darkness reigns, but still there are communities adapted to life in these depths, feeding on organic matter that sinks from the sun-lit areas above.

The Minerals Management Service is committed to managing the development of offshore energy resources while protecting America's coastal and marine environments. Each year, the agency funds scientific research projects to study the possible effects of oil and gas development on coastal and marine environments.

The Case of the KEYSTONE OTTER

Did you know that sea otters are necessary for kelp's survival? Kelp beds are those lush underwater forests filled with a variety of marine life. However, early in this century, those spunky otters started looking real good to fur traders who nearly wiped them out for their soft pelts. Soon, sea urchins, a favored food of the otter, started to multiply. With no otters around to keep the urchin population in check, those spiny critters started over-grazing the kelp—their favorite food. Before long, kelp began to disappear along with the rich, diverse community that lives in kelp beds. And, with less kelp to eat, the sea urchin nearly vanished.



Sea Otter

Fortunately, some forward thinking conservationists reintroduced a few surviving Alaskan otters to various locales along the Pacific coast where they had all but disappeared. There were just enough sea urchins left for the otters to get by, and gradually the number of otters grew. With the urchin population stabilized, kelp returned. As these underwater forests came back, the other species that thrive in them—mollusks, crabs, sea stars, and anemones—reappeared. So that rambunctious little guy was named a 'keystone species' by biologists, drawing an analogy with the wedge-shaped stones that masons place at the top of an arch to keep the structure stable.

Material for this article was adapted from Boyce Rensberger's Instant Biology, 1996, Byron Press Visual Publications, Inc

MMS Whirlwind Shows Little Signs of Slowing Down

Bill King and Archie Melancon

Kent Dirlam is much admired at the Minerals Management Service. MMS Director Cynthia Quarterman calls him an exemplary employee and role model. Co-workers marvel at his constructive energy, which puts many of his colleagues to shame.

“That’s not my responsibility’ isn’t part of his vocabulary,” says fellow worker Dan Henry. “If a job needs to be done, he is more than willing to work on it.” Bill Quinn, a former co-worker, remembers Kent’s amazing ability to uncover errors in sale documents that were missed by everyone else—even spotting a single wrong tract number in a list of nearly a thousand numbers.

The object of their admiration is a leasing specialist at the MMS headquarters whose responsibilities include shepherding important lease sale documents through the tangled Interior surnaming process. The Arlington resident also does lease sale documents for the Gulf of Mexico region. He has been known to say things like, “I’ve got to go downtown and blow some smoke to get that sale notice signed on time.” Sure enough, Kent goes into the office of some important Interior person and emerges with the signature or other action that is needed to keep the wheels of the agency turning.

But the reason most of his colleagues marvel at his accomplishments is because Kent Dirlam is 81 years young—which makes him by far one of the oldest MMS employee.

After a long career as a safety engineer with Western Electric, Kent joined BLM’s Outer Continental Shelf Atlantic Region in New York 20 years ago as a leasing specialist. Homer Benton, the person who hired Kent, says, “There were some 200 applicants for the position and he was the most qualified. Once here, he was always eager to get assignments and to take on new challenges.”

“Kent was a people person from the start,” Benton adds. “Walking with him on crowded Manhattan sidewalks, Kent would suddenly disappear. We would see him helping some blind or elderly person cross the street. Kent thought nothing of doing such things.”

MMS Distributes Record Revenues to States in 1997

Royalty Management Office Staff

The Minerals Management Service distributed more than \$617 million to 36 states during 1997, more than in any previous year. The money represents the states’ cumulative share of revenues collected for mineral production on federal lands within states and from federal offshore oil and gas tracts adjacent to their shores.

“Amounts vary according to production and market prices,” said MMS Director Cynthia Quarterman, “About \$528 million was distributed to states in 1996 and \$473 million in 1995.”

The MMS is responsible for collecting, accounting for, auditing, and disbursing revenues associated with mineral leases on federal and Indian lands. Disbursements are made to states on a monthly basis, as bonuses, rents, royalties, and other revenues are collected.

A state is entitled to a share of the mineral revenues collected from federal lands located within the state’s boundaries. For the majority of federal lands, states and the federal government share the revenues; 50 percent to the state, 40 percent to the Reclamation Fund for water projects, and 10 percent to the U.S. Treasury. Alaska, an exception, receives a 90-percent share as prescribed by the Alaska Statehood Act.

Certain coastal states with federal offshore tracts adjacent to their seaward boundaries receive 27 percent of those mineral royalties as well. Remaining offshore revenues are deposited in special accounts of the U.S. Treasury, including the General Fund, the Land and Water Conservation Fund, and the Historic Preservation Fund.

1997 REVENUE DISTRIBUTION BY STATE			
Alabama	\$14,495,443.18	Nebraska	14,292.41
Alaska	5,644,202.43	Nevada	5,459,868.96
Arizona	22,169.78	New Mexico	190,101,286.62
Arkansas	1,032,213.89	North Carolina	114.51
California	25,476,173.94	North Dakota	5,386,796.55
Colorado	43,662,250.81	Ohio	164,125.08
Florida	14,621.41	Oklahoma	2,032,596.56
Georgia	54.21	Oregon	51,783.30
Idaho	2,133,498.26	Pennsylvania	20,510.32
Illinois	58,653.05	South Dakota	504,242.17
Kansas	1,324,299.32	Tennessee	24.72
Kentucky	205,613.95	Texas	12,468,292.53
Louisiana	18,929,030.94	Utah	34,162,038.80
Michigan	664,808.97	Virginia	84,922.77
Minnesota	2,632.08	Washington	850,256.13
Mississippi	2,063,027.28	West Virginia	364,827.56
Missouri	1,189,517.15	Wisconsin	404.56
Montana	21,856,157.09	Wyoming	227,000,670.22

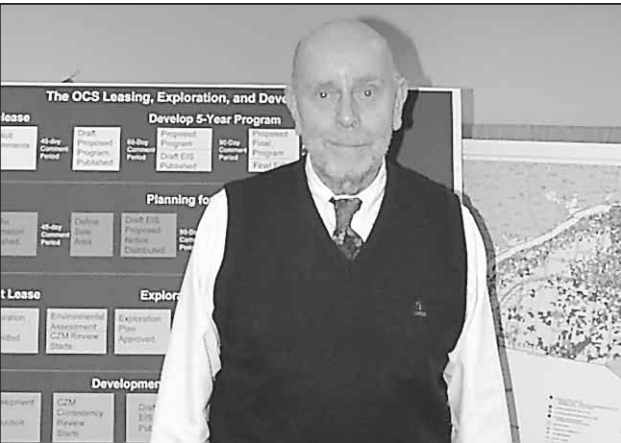


Photo of Kent Dirlam by Stephen Shaffer

Today, Kent still enjoys his work and often says how he is “having a good time” and that is why he doesn’t retire. Kent talks about the good people he works with and how much he likes them. He is especially fond of the people in the Gulf of Mexico Region leasing group under Chuck Hopson and the people in his own division in headquarters.

“Not many bad apples in this organization,” says Dirlam. “It isn’t like that everywhere.” He also appreciates the positive approach of the people in his MMS chain of command, which makes it a pleasure for him to go to work. And to get to his office, Kent has had to become a veteran of the Washington area public transportation system. He does not own a car, so in the mornings he walks to the Metro subway stop, catches a train, then transfers to a bus that drops him off at a corner near the office, and grabs a cup of coffee on the short walk to the office.

In addition to eschewing motorcars, Kent favors technology that demonstrates the beauty of simple, straightforward design. “Good machinery is built of cast iron, heavy steel, or better yet, finely machined brass,” he says. He doesn’t own a CD player, but enjoys listening to LPs on the sound system he purchased just after stereos came in.

“The only reason I use a rotary desk phone at home is because I can’t get one of those ‘candlestick’ phones with the separate microphone and ear phones,” he says. “They really made those things to last, when I worked at Western Electric.”

But Kent’s eyes don’t really sparkle until he starts talking about the theater. Live theater is his real love. When his office moved to suburban Virginia, he had to leave the Lower East Side of New York where he lived within walking distance of a half dozen off-Broadway theaters. One might think that would have been terribly traumatic, but Kent says Washington is as good as New York and getting better. “After all,” he says, “you can only see two or three plays a week. After that you lose the anticipation.”

His appreciation is eclectic, although he likes it ‘played straight,’ no Shakespeare set in Fascist Italy. He likes musicals (he’s seen Evita five times), farces, and even modern plays, but he favors the classics. His absolute favorite is Shakespeare and he has seen most of Shakespeare’s plays many times. He also likes to see different productions of the same theater company to “let them know how much I enjoy their work.”

Kent rattles off theaters in suburban Virginia, groups in downtown Washington, and schools in Maryland—all producing good-quality drama. He tells of being especially impressed by the lead in a recent Folger Shakespeare Theatre performance of Henrik Ibsen’s Peer Gynt. The actor remained on stage for almost the entire three-and-a-half hour performance, then gave a second performance the same evening.

Kent is a man with an exemplary work ethic, a positive attitude, a sterling record of attendance even in the worst weather, and the kind of personality that influences his colleagues—makes them feel good about the work they do and the people they work with. And there’s one other thing. Kent loves to move around the office wearing a pair of slippers. “For the best comfort on my feet, nothing beats a pair of slippers,” he says with a wink.

REGIONAL NEWS



Members of the Russian Far East Delegation. Photo by Royalty Management Staff

RUSSIA VISITS DENVER

The Royalty Management Program hosted a 16-member delegation from the Russian Far East for the U.S. Department of Commerce in early March. The delegation consisted of executives representing various regional governments and companies, involved primarily in the gold and platinum mining industry.

The six-week program began in Denver with a one-week orientation session designed to provide an overview of the U.S. mining industry including state and federal regulations, environmental, health and safety regulations, and existing technologies and applications.

The tour was sponsored by the Department of Commerce’s Special American Business Leadership Training program to support economic restructuring in the new independent states of the former Soviet Union. This training is part of the Department of State’s U.S.-Russia Regional Investment Initiative. The initiative aims to help stimulate economic growth and development in select regions of Russia, while promoting trade and investment opportunities for American business there.

Bureau of Reclamation



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CAREER MOVES

Elizabeth (Betsy) Rieke has accepted the position of area manager for Reclamation's Mid-Pacific Region, Lahontan Basin Area Office in Carson City, Nevada. The Lahontan office covers about 80,000 square miles in northern Nevada and eastern California. The office oversees the Truckee River Storage, Washoe, and Humboldt projects and manages a variety of issues centering around endangered species, Tribal Trust concerns, and irrigation and water.



Betsy Rieke

Rieke, who is coming to this position as the former director of National Resources Council Law Center at the University of Colorado, served as Interior assistant secretary for Water and Science from 1993-95. "I have a deep commitment to the people and the resources in the basin," Rieke said in accepting the appointment. "I look forward to playing a role in resolving some of the many natural resource conflicts." A major issue she will work on involves water rights disputes among users of the Truckee and Carson River and Sierra Nevada reservoirs. The stakeholders include the Churchill County and Newlands Project farmers, the Pyramid Lake Paiute Tribe, the cities of Reno and Sparks, the Sierra Pacific Power Co., environmentalists, and state and federal agencies. At Interior, Rieke helped to craft the California-Bay Delta Accord, which dealt with water use rights involving agricultural and environmental interests. As director of Arizona's Department of Water Resources (1991-93), she helped resolve disputes over rural-urban ground water transfers.

Margaret Sibley was recently named director of Reclamation's Program Analysis Office in Denver, Colorado. Sibley will be responsible for overseeing the analyses, development, formulation, and evaluation of Reclamation-wide resource management policies, standards, regulations, and guidance affecting the agency's mission objectives. She will also serve as liaison with the Department, other government agencies, and external groups and organizations.

"It gives me great satisfaction to be able to appoint an individual with such broad experience who is a proven manager and has distinguished herself throughout her career," **Commissioner Eluid Martinez** said. Sibley was formerly the director of Human Resources, which included responsibility for personnel, equal employment opportunity, and youth programs.



Margaret Sibley



Susan Kelly

Susan Kelly of Fresno, California, was recently named manager of the Montana Area Office in Billings. "We are pleased to have a person of Susan's caliber assume this key position," said Great Plains Deputy Regional Director **Larry Todd**. "She will bring with her a solid and varied background well suited for Reclamation's challenges and issues in Montana."

Kelly currently serves as manager of the Resources Management Division of Reclamation's South-Central Area Office in Fresno. In her new position, she will be responsible for supervising a staff of 80 and managing 13 Reclamation water resource projects in Montana.



Hoover Dam Visitor Center volunteers and Lower Colorado employees Dorothy Nolan seated at left, Tim Ulrich, kneeling at right, and Jim Cherry, standing at right, join Regional Director Bob Johnson, standing at left, and Commissioner Martinez, at center, with the award. Photo by Andy Pernick, Lower Colorado Region

HOOVER DAM VOLUNTEERS LAUDED FOR EXCEPTIONAL SERVICES

Colleen Dwyer, Lower Colorado Region

The Hoover Dam Visitor Center Volunteer Program was honored with a luncheon and awards ceremony that celebrated 10 months of operation and more than 3,600 hours of donated service. The recognition highlighted the valuable contributions the volunteers have brought to Hoover Dam; 26 of the 96 active volunteers who accomplished the milestone attended the event.

The volunteers received thanks for their efforts and exceptional service from Reclamation **Commissioner Eluid Martinez**, Lower Colorado Regional Director **Bob Johnson**, Hoover Dam Project Manager **Tim Ulrich**, Volunteer Program Coordinator **Dorothy Nolan**.

Commissioner Martinez identified with the many retirees in the volunteer program, as he reflected on his call from retirement to work as commissioner. As keynote speaker, he also spoke of the dramatic steps the Bureau has taken to make the transition from dam building to water resource management.

"Since most people are not familiar with Reclamation or its new mission," he said, "volunteers paint an important first impression of the organization for a lot of people." He thanked the group for making the visitor experience a pleasant and memorable one.

Tim Ulrich reiterated that point, saying "Their assistance leaves visitors with a good impression of the dam, the Bureau of Reclamation, and the community."

Martinez presented award certificates and a variety of prizes for exceptional service. For example, eighty-two year old **Jack Livesay**, who first worked at Hoover Dam in 1935, was directing visitors near an escalator when he came to the rescue of a man who had fallen while descending the first few steps of the escalator. For this action, Livesay has been nominated for the President's Service Award as part of the national Points of Light program.

Visitor Center volunteers help meet and greet an average of 3,000 visitors each day of the year (except Christmas), monitor the rotating theater and exhibit area, and direct and control crowds. Since the program's inception on March 7, 1997, the volunteers have greeted, assisted, and directed more than one million visitors to the dam during 4,400 hours of service. There are now 125 volunteers, and this number is expected to grow as the Las Vegas community expands and more people learn about the exciting opportunities that come with volunteering at Hoover Dam.

CONSERVATION AWARDS FOR DAKOTAS AREA OFFICE

Dr. Rick Nelson, Dakotas Area Office

The Dakotas Area Office has received two conservation awards, one from the North Dakota Wildlife Federation and the other from the North Dakota Chapter of The Wildlife Society.

Area Manager **Dennis Breitzman** was notified in January by the North Dakota Wildlife Federation that the area office had been nominated to receive the federation's Conservation Organization of the Year award. The federation is the state affiliate of The National Wildlife Federation and is composed of wildlife clubs from throughout North Dakota. Each year, the federation accepts nominations and gives the award to the organization that best exemplifies the group's wildlife conservation objectives.

The North Dakota Chapter of The Wildlife Society is part of a national organization of professional wildlife biologists. The society, which boasts more than 300 members, annually recognizes a group or individual for outstanding achievement in wildlife habitat restoration, enhancement, and protection. Reclamation and the



Dr. Rick Nelson, right, chief of Resource Management for the Dakotas Area Office, accepts the North Dakota Habitat Award on behalf of the office from Scott Peterson, president of the North Dakota Chapter of the Wildlife Society.

Dakotas Area Office received The Chapter's Habitat Award for excellence in habitat development, restoration, enhancement, and creation.

The Dakotas Area Office was recognized by both organizations for outstanding achievement in wildlife habitat conservation. These awards are highly significant to Reclamation as they come from two groups that historically have criticized the agency for habitat losses associated with the Garrison Diversion Unit project.

With the reformulation of the Garrison Diversion Unit project in 1986 came agreements on how to mitigate the project's impacts and enhance project features for wildlife. The North Dakota Chapter of The Wildlife Society and The National Wildlife Federation were two of the groups involved in developing that wildlife mitigation plan in partnership with Reclamation.

In addition to the agency recognition, the Society also presented a plaque to **Neil Stessman**, former Great Plains regional director, for his leadership role and excellent contribution in the protection of wildlife habitat in North Dakota.



A Splash of Diversity Makes Waves

Guarding Against Edited Visions; Resisting Normality

Colleen Dwyer, Lower Colorado Region

Diversity is not a new subject, but it is a complex and often misunderstood topic. So to explain this “hot button” issue and help employees to gain an increased awareness of what it encompasses, Reclamation’s Lower Colorado Region in Boulder City, Nevada, sponsored an ‘All Employee Splash’ that was entitled *Diversity: Employees Making a Difference*.

The ‘splash’ was designed to develop a more close-knit organization in which all employees could feel comfortable with each other. It also offered supervisors who make hiring decisions, as well as the employees affected by those choices, an opportunity to understand the need for a diverse and dynamic workforce. Also participating were co-workers from Hoover Dam and employees of the local offices of the Department of Energy, Federal Mediation and Conciliation Service, and National Park Service.

Regional Director **Bob Johnson** supported the idea of the ‘splash’ because of his own personal training experience. “In December, when I attended a management workshop on diversity awareness,” he said, “I walked away with a new sensitivity on diversity issues and an improved understanding of how diversity can make a difference in the workplace and in my personal life.”

In an invitation to Regional Office and Hoover Dam employees, Johnson remarked, “I was so inspired by the speaker’s message that I wanted to bring him to the Lower Colorado Region so that you may have the same opportunity to hear his motivating message on diversity.”

On Feb. 10, that speaker, **Dr. Samuel Betances**, a noted motivational speaker and humorist, joined Department officials in two 4-hour seminars to provide more than 300 participants a vision of diversity. The participating Interior leaders included **David Montoya**, the deputy assistant secretary for Workforce Diversity, **Eluid Martinez**, the commissioner of Reclamation, **Alan O’Neill**, the area superintendent of Lake Mead National Recreation, and Johnson.

Dr. Betances, a Harvard graduate, is an educator, commentator, comedian, author, and media personality. Using eloquence and humor, he captivated listeners with his message, which began with a discussion of recent demographic trends in the workplace—the shrinking workforce, fewer men and more women in organizations, more ethnic diversity, and escalating work/family issues. Using these statistical trends, he explained that diversity in the workplace is a business-oriented, bottom-line issue for any organization.



From left, Karen Majewski, Margie Fisher, Lorri Gray, Sheila Arnold, and Karyn Evans of the Lower Colorado training office coordinated the successful Diversity Splash. Photo by Kelly Conner, Lower Colorado Region. Below, Dr. Samuel Betances urges Interior employees to reject ethnic stereotypes by hiring people on their merits, regardless of their nationality, race, religion, or gender.



Dr. Betances characterized how different groups are portrayed in the media. “Because of this,” he said, “our normal vision of each other has been edited, giving us unbalanced information about the rest of us.” He mentioned that many people already have stereotypical ideas of a person based on the individual’s nationality, race, sex, or religion.

“The media portrays women either in a support role, as targets for passion, or always waiting to be rescued,” he said. “Blacks are either seen as superstars in sports or superstars in crime.” Western movies often portrayed American Indians as a threat to non-indigenous peoples. Because of these influences, the differing views of cultures, beliefs, and ethnic groups which we all possess can only be considered ‘normal.’”

But such portrayals of minorities are often wrong, he emphasized: “Take *West Side Story* as an example. That movie could not have been written by a Puerto Rican Hispanic. You can’t go to an Hispanic neighborhood at 3 a.m., call for Maria, and only have one window open.”

“Our challenge is that we’re normal,” Dr. Betances said. “Diversity training is nothing more than our ability to realize that if we are normal, we cannot be held accountable in the way the commissioner wants us to be accountable, the way the regional director wants you to be accountable, in the way the Secretary wants you to be accountable. You can only be held accountable when you realize that being ‘normal’ is not good enough!”

“This [diversity program] is a serious commitment by a federal agency to a very simple idea—stop being normal. Where we have an edited vision, we must change the videotapes of our cultural understanding. Diversity is your ability to appreciate that you cannot create winning teams, and cannot have total quality management, unless you begin with total quality of respect,” Dr. Betances said, urging employees to respect differences among others.

He also discussed the Affirmative Action debate and explained that an organization shouldn’t bring African-Americans, Latinos, women, or other minorities into an organization to simply fill quotas. Rather, the initiative should be about bringing in the best people for the jobs, regardless of whether they are black, white, male, or female. “You have to stop counting heads and start making heads count,” he said.

“Diversity does NOT belong under the column of equity. It belongs under the column of quality! The most important asset of any organization is its people. If you do not have quality relationships between people, you cannot provide quality services,” Dr. Betances said.

His stirring presentation helped employees and management in Reclamation’s Lower Colorado Region, along with its sister agencies in southern Nevada, develop a clearer understanding of diversity. “It matters less where we are from,” he said. “What really matters is where we are going. Accept our diversity. Embrace it. Make it work for you.”

Participants were impressed. “Dr. Betances was extremely well received and I think all of us in attendance had to come away with a greater realization of the importance and value of every person, and the importance of affirming, and being affirmed,” said an enthusiastic Reclamation employee. If you are interested in developing a similar program for your office or organization, please contact **Lorri Gray** at (702) 293-8462 or at lgray@lc.usbr.gov or **Karyn Evans**, (702) 293-8547 or at kevans@lc.usbr.gov in the Lower Colorado Region’s Management Consulting Group.

STUDENT ACES BRIDGE CONTEST

Colorado High School
bridge contest winner
Chad Meyers

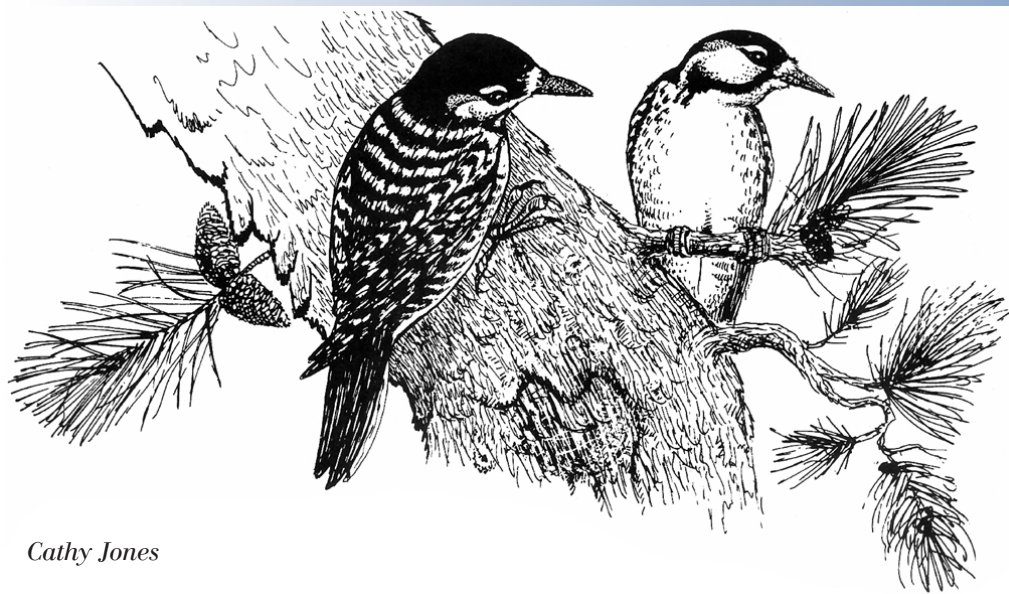
Elaine Simonson,
Denver, Colorado

Chad Meyers, a junior from Ponderosa High School in Parker, Colorado placed first for a second consecutive year at Colorado’s 31st annual bridge-building contest on Feb. 28. The annual event is sponsored by Reclamation, the Professional Engineers of Colorado, and the Colorado Department of Education. Meyers also won the international contest held at the Illinois Institute of Technology last year, where he received a four-year, \$40,000 scholarship to the school.



The contest, open to all public and private Colorado schools, encourages students to pursue careers in engineering. Ninety-four students from 31 schools participated. Students had to place in the top three of their school competition to compete in the statewide event. This year’s model called for a two-section bridge that served as an emergency bridge for a search and rescue team into a wilderness area. The models—weighing less than 10 nickels—were made only of bass wood, nonmetallic cables, and glue. The top model in the contest weighed less than four nickels and held more than 430 pounds!

RECLAMATION’S NATIONAL XERISCAPE DEMONSTRATION PROGRAM WORKS WITH WATER CONSERVING CITIES, 10
LAKE HAVASU INITIATIVE: EXPANDING RECREATIONAL FISHING WHILE REESTABLISHING ENDANGERED FISH, 10



Cathy Jones

The Minerals Management Service has used the techniques to settle disputed royalty claims. The approach enabled the Bureau of Land Management to set up Resource Advisory Councils for controversial grazing reform. The U.S. Environmental Protection Agency and the Department of Justice swear by the process, having used it to settle hundreds of heated environmental cases.

But perhaps the most poignant success took place in the pine forests of the U.S. Southeast where environmental dispute resolution helped the Fish and Wildlife Service and a major timber company to establish a landmark conservation agreement to protect the habitat of the red-cockaded woodpecker in a timber producing region.

With the many environmental challenges facing Interior officials and employees, the success of non-litigation dispute resolution techniques demonstrates that they can provide a valuable, cost-effective, consensus-building tool to help natural resource managers accomplish their missions.

Anatomy of Environmental Conflict

More than most federal civil servants, Interior employees are aware of the extensive and diverse sources environmental conflict. Examples include competition over the use or allocation of water, timber, and grazing resources; burgeoning demands for recreational opportunities; and the pressures of population growth, urban encroachment, and increased technology and mobility.

Usually, these conflicts involve multiple parties, with more emerging as the issues evolve. The disputes may be intergovernmental, between citizens and local government, between a private citizen or private sector entity and a governmental agency, among multiple government agencies and various interest groups, and various combinations of these stakeholders.

The parties' technical expertise and general knowledge of the subject matter may vary drastically and their involvement may be based on strong ideologies. Further, there may be vast differences in authority, accountability, and decision-making power. The dispute may be beset with procedural difficulties, including a lack of precedent for certain laws, the absence of recognized or institutionalized dispute resolution procedures, or even the lack of procedures for the exchange of information and open dialogue.

The substantive issues can be complex. Stakeholders' perceptions of the facts may vary widely, beginning with the fundamental issue of whether a problem exists. Conflicts may arise regarding the interpretation of data or the method of compilation. There may be uncertainty regarding the potential future harmful effects of a proposed activity such as construction of a dam within a certain distance from the stopover point of a migratory species or the exposure over a period of time to low levels of a particular toxic chemical. Varying interpretations of risk can create conflict over what actions, if any, are appropriate.

Communication Versus Litigation

The complex nature of environmental disputes has inspired an array of different processes, ranging from collaborative to adversarial, to address and resolve the issues. The most adversarial approach—litigation—relies on a formal, decision-making process controlled by a third party. This outcome often requires winners and losers because the process is driven by a determination of who is legally right or wrong.



Cathy Jones developed and manages the EARTHWorks pilot Alternative Dispute Resolution program (which includes EDR) for the U.S. Geological Survey. She conducts orientation sessions, assists in obtaining mediation services, and publishes EARTHLORE, a quarterly newsletter of ADR-EDR information and developments. She can be contacted at <cjones@usgs.gov>

Antidote to Adversarialism

Our addiction to adversarialism leads lawyers, reporters, and political candidates, among others, to conclude that the goal of their work is to batter the opposition into helplessness, rather than to cooperate in seeking a larger and more complicated truth. The result is an increasing meanness of spirit and practice in our public discourse and litigation that does not lead to justice.

Deborah Tannen
The Argument Culture
Moving from Debate to Dialogue

Other drawbacks of litigation include long delays and the high costs associated with the procedural requirements of an overburdened court system. Often the decisions that courts render fail to adequately address the substantive issues and interests of all the major stakeholders and are further limited by the kinds of remedies they can provide. Further, litigation often leads to increased hostility among the parties.

Collaborative approaches emphasize participation in voluntary problem solving efforts by the parties, in an informal setting, working together to generate solutions that adequately reflect their needs and interests. Environmental dispute resolution (or EDR) techniques are a collaborative approach that works to change the emphasis of a dispute from negative opposition to the more positive prospect of problem solving.

EDR also assures that all of the parties that have a stake in the outcome of the dispute are identified and appropriately represented. By participating in the resolution, parties are more inclined to perceive the process as fair; by helping to devise a voluntary agreement, they are more committed to its success. EDR also focuses on narrowing the agenda and confronting fundamentally different values and assumptions.

By contrast, extended adversarial relationships often pile collateral conflicts on top of the actual issues that gave rise to the dispute. These 'avoidable' conflicts may involve intense personal emotions and negative stereotyping regarding each party's positions (i.e. extremists, hard-liners, tree-huggers, etc.). Frank discussions often help clear up misunderstandings generated by a lack of communication and help the parties move from their positions to resolution of genuine conflicts that are based on factual issues and stakeholders' interests.

Genuine conflicts such as competing values are a reflection of deeply held beliefs and are usually not negotiable. Successful resolution efforts must take such values into account when developing agreements for future action. Other steps in an EDR process include: generating a significant number of alternatives or options; agreeing on the boundaries and time horizon; carrying out the agreements; and holding parties to their commitments.

While EDR generally offers a wealth of viable options for resolving disputes, there are instances where such techniques may be inappropriate. Litigation may be the dispute management technique of choice where constitutional issues prevail, for example, or where there is an extreme power imbalance among the parties.

Some First Steps

One of the first steps toward resolving environmental issues with EDR involves creating a structured framework for effective negotiations. The example of a California water dispute illustrates the importance of a skilled mediator and facilitator. The dispute involved water use in an area of the state that had experienced seven years of extreme drought. California, which grows more than 50 percent of the nation's fruit and vegetables, has 12,000 water districts; 85 per cent of the state's water is used for agricultural.

For several years a committee appointed by the governor had attempted to resolve the dispute through meetings with the diverse parties, including agricultural interests (farmers, water managers, engineers), environmental interests (state and national conservation groups), as well as state and federal water agency representatives. There were about 50 participants and they had failed to produce an agreement for effective water management guidelines, agreeing only to disagree at their last meeting. According to **Diane Walker**, the mediator and facilitator in the dispute, the impasse was broken by using the following techniques:



Establishing Credibility: Though skilled in dispute resolution techniques, Walker was unfamiliar with the subject matter. She teamed up with a facilitator who was also a dry-land farmer. They greatly increased their knowledge of water use history and issues by drawing on the expertise of the various parties regarding what the parties perceived to be the most important information. They also reviewed relevant data and other information, relying on the parties for clarification when needed. These proactive measures helped establish trust and credibility in the team.

- Controversial facility siting
- Regulatory negotiations
- Superfund remediation processes
- Land use, housing, and growth
- Air and water quality policies
- Interjurisdictional water management
- Transportation planning
- Waste management
- Clean up of hazardous materials
- Future use of nuclear facilities
- Streamlining permitting processes
- Pipeline routing
- Remediation of mining sites
- Wildlife management
- Operation of dams and hydropower sites
- Natural resource extraction policies

Establishing Protocol: Next, several pre-meeting interviews were conducted with the individual representatives during which the team members introduced themselves, further clarified issues and concerns, and discussed formats for future meetings. The interviews by phone and in person convinced the parties that the mediators were concerned, interested, and open-minded.

Clearing the Air: Several additional meetings were held, one of which was attended by representatives of the three main groups. In these sessions, the parties were allowed to express their feelings of frustration and past negative interactions of previous years. This helped the parties to move ahead in a more cooperative spirit. A detailed agenda was created for the major committee meeting.

Plan of Action: Ground rules for participation were agreed upon and set, including roles of the committee members, room arrangements, timelines from start to finish, and provisions for caucusing and referring back for establishing consensus. This information was faxed to the parties ahead of time. Participants were aware of what to expect and what was expected of them.

The scheduled two-day committee produced several positive outcomes such as an agreement to endorse several substantive guidelines and establish joint-working committees. Most importantly, perhaps, an environment of trust was established that enabled the parties to acknowledge their differences without the personal animosity that permeated the earlier meetings. This mediation effort was reported in the newsletter of the Society of Professionals in Dispute Resolution (*SPIDR News*, Vol. 20, No. 1, Winter 1996, 10-11.)

Approaches and Procedures

EDR techniques have been used to settle a diverse array of environmental disputes involving land use, natural resources management, the use of public lands, air quality, energy, and toxic waste. Between 1974 and 1984, for example, environmental mediation was used in 160 such disputes, according to Gail Bingham (*Environmental Disputes: A Decade of Experience*). Mediation succeeded in 78 percent of the 133 cases where the objective was a settlement agreement. As the California water dispute example demonstrated, the most commonly used EDR methods may be applied in combination depending upon the nature of the dispute and parties' objectives.

Mediation: One of the earliest and most frequently used methods, mediation is a voluntary procedure in which a neutral, third party assists disputants in identifying issues of mutual concern and formulating solutions which reflect their respective interests. The mediator has no decision-making power and cannot compel the parties to meet or reach an agreement.

Collaborative Problem Solving: These methods are used to clarify and resolve differences among groups after the interested parties agree on the existence of a dispute. This method often consists of facilitated meetings in which participants work together to find solutions to common issues. These methods may or may not include a mediator.

Natural Resource Alternative Dispute Resolution Initiative

STRATEGIC PLAN AND TOOL KIT



“Discourage litigation, persuade your neighbor to compromise where you can. Point out to them how the nominal winner is often a real loser...in fees, expenses, and waste of time.” 1851

Abraham Lincoln

Negotiations: In this process, the parties in dispute voluntarily set forth their differences and work to reach an agreement that effectively addresses their mutual concerns. It is often used when the parties are considerably at odds in their positions. An evolving example is the method of ‘scientific negotiations,’ which is increasingly used in efforts to settle environmental litigation. In this technique, neutral panels of experts who represent the respective parties attempt to resolve complex technical issues.

Negotiated Rulemaking: In this process, the content of a proposed rule is developed through negotiation by representatives of affected interests, including the federal agency. ‘Reg-neg’ may be appropriate where the number of identifiable interests is limited.

Whichever collaborative method are used, certain procedures structure the process:

Convening involves the use of a third party to organize disputants for negotiations and to aid them in deciding to use EDR and in the selection of an appropriate EDR professional.

Information Exchange: Considered an early step in the construction of a formal dispute settlement procedure, this technique sets up a formal or informal gathering where disputing parties meet to share factual information, thoughts, and perceptions.

Consensus Building allows group decisions to be made without a voting process. Agreement is achieved through the gathering of information and viewpoints, discussions, combining proposals, and generating new alternatives.

THE RECORDER

FALL 1994 THE BAY AREA'S LEGAL NEWSPAPER SINCE 1877 REPRINT

ALFRED GESCHEIDT / THE IMAGE BANK

‘Scientific Negotiations’

ADR’s answer to the battle of expert witnesses

By ALANA S. KNASTER

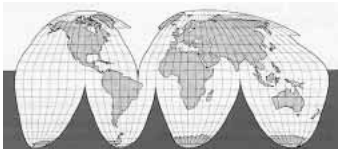
Elizabeth Rieke to Work on Truckee Water Pact, 28
Native American Water Rights in Southwest, 22

THE NATIONAL EDR INSTITUTE

Earlier this year, a federal law mandated the establishment of the U.S. Institute for Environmental Conflict Resolution. The center will offer an array of EDR services that will highlight problem solving methods that often are a more effective way than litigation to resolve environmental disputes. The Environmental Policy and Conflict Resolution Act of 1997 (which had been considered in the Senate as S-399) was signed into law on Feb. 11, 1998.

The Interior Department officially endorses and supports the use of EDR techniques and methods in resolving environmental disputes. The Department’s Notice of Final Alternative Dispute Resolution Policy, which was issued on August 2, 1996, “encourages the effective use of EDR and Reg-Neg to the fullest extent possible with existing law and the Department’s resources and missions.” The policy also notes that the Department embraces these options based upon long experience. Both the land management bureaus and the scientific support bureaus have participated in Reg-Neg activities.

For information about using EDR in environmental issues in the West, contact John Schumaker at <jschumak@sc.blm.gov> For information about exploring the use of EDR in the U.S. Geological Survey, contact Ethan T. Smith at <etsmith@usgs.gov>



Allen P. Stayman, Director
David S. North, Bureau Editor

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Secretary Lays it on the Line at Senate Hearing on Northern Mariana Labor Abuses

At the most contentious point in the hearing, the Senator from Minnesota demanded that Office of Insular Affairs **Director Allen Stayman** be fired for his handling of an investigation into labor abuses on Saipan, and **Secretary Babbitt** replied, from the witness table, by ordering an on-the-spot commendation for Stayman.

The U.S. Senate Committee on Energy and Natural Resources held the hearing to discuss the Administration's legislative proposal to reform immigration, labor, and trade practices in the Commonwealth of the Northern Mariana Islands (CNMI). The islands, some 3500 miles west of Honolulu, were given temporary control over immigration and minimum wage policies by the 1976 agreement which brought them under U.S. sovereignty.

Although U.S. immigration, minimum wage, and shipping laws do not apply to the CNMI, certain U.S. trade privileges do. This unique situation has allowed a transplanted Asian garment industry to move into what the Associated Press calls a "lush little loophole". This industry, which relies on indentured alien workers mostly from Mainland China, will soon be shipping \$1 billion worth of clothes annually to the United States, all duty- and quota-free, as if they were "Made in the U.S.A."

The Administration proposes to extend the normal federal immigration and minimum wage laws to these islands, and wants to create a requirement that at least 50 percent U.S. citizen labor be employed in the industry before garments (or other products of the islands) can be shipped duty- and quota-free, and bearing the "Made in the U.S.A." label, to the United States. These provisions are the heart of S. 1275, which **Senator Frank Murkowski** (R-AK), chairman of the Energy and Natural Resources Committee, has introduced by request. **Senator Daniel Akaka** (D-HI) has co-sponsored the bill. Those two senators took turns presiding at the hearing, as three groups of witnesses appeared at the nearly all-day session.

While there was plenty of disagreement over substance at the session—the transplanted Asian garment industry wants to keep its privileges, and CNMI's elected officials agree—the fireworks related to a much narrower issue, how OIA had handled an examination of labor abuse on Saipan, the largest of the Mariana Islands. The treatment of these workers has been the subject of extensive media coverage in recent years, in magazines (*Reader's Digest* and *The Nation*), wire services (Associated Press and Agence France-Press), television (*20/20* and *Inside Edition*) and newspapers (the *Philadelphia Inquirer*, *Washington Post*, and *New York Times*).

In preparation for an expected visit to the CNMI by the House of Representatives' Resources Committee in February, OIA had, after consulting with the committee staff, retained several worker rights activists to act as liaisons and translators for contacts with the alien workers. However, the Committee visit was canceled when the military airplane slated to take the CODEL to the islands was withdrawn in the middle of the Persian Gulf Crisis this winter. Since the activists were already in place, OIA asked them to continue their contacts with the workers and to recommend selected worker witnesses for the Senate hearing.

All of this did not sit well with **Senator Rod Grams** (R-MN) who disliked the use of Interior funding for hiring what he called "private investigators" and for pursuing what he called a "political agenda." The Senator's press release, issued part-way through the hearing, quoted from the Senator's letter of that day to the Department's Inspector General: "Just a few minutes earlier Mr. Stayman was identified and overheard in a public restroom [saying] that Interior would be going after me [the Senator] for things I said about the office... I consider that a personal threat against a public official by an employee of the Federal Government, worthy of prosecution . . ."

None of the other senators present supported Grams' demand. Stayman is well known to the committee, having served as a staff member there for nine years prior to coming to Interior. Stayman denied Grams' charge, and explained that it had been necessary to hire the private consultants who had the trust of workers on the island, and who had the needed linguistic skills—Tagalog (a major Philippine dialect) and Mandarin Chinese—for communicating with the workers. More than 90 percent of private sector jobs in the CNMI are held by temporary foreign workers, many of whom, particularly the Chinese women who sew clothes, speak little or no English.

When his turn to speak came, Secretary Babbitt, the Administration's lead witness on the proposed legislation, said that the earlier remarks had offended him, and that far from firing Stayman, he was going to give him a commendation. The Secretary's testimony, which was widely reported in the media, was hard-hitting. He said that the Covenant provisions (for temporary local control of immigration and the minimum



Secretary Babbitt, in a ceremony held in his office on April 3, issued a Secretarial Commendation to Allen Stayman, director of the Office of Insular Affairs, for his efforts to combat immigration and alien labor abuses in the Commonwealth of the Northern Mariana Islands. At left is Stayman's wife, Aurora, and his daughters, Laura and Justine. Photo by Rosa Wilson, National Park Service

wage) "...intended as a transitional economic stimulus, have now persisted for twenty-three years. In that time the experiment has gone horribly awry. It has created a plantation economy dependent upon the massive importation of low-paid, vulnerable, short-term indentured workers...."

"What has this plantation economy done for American citizens of the Islands?" the Secretary asked. "Alongside that [alien] workforce, 28,000 United States citizens endure 14 percent unemployment and a 35 percent poverty rate. The profits generated by these garment plantations flow not to the Marianas, not to the Mainland United States, but to shadowy owners in mainland China and other Asian countries.

"Finally, faced with abuses that cannot be justified, you will hear witnesses today tell you, 'We'll fix it.' Frankly it is too late for that. They told the Reagan Administration they'd fix it. They didn't. They told the Bush Administration they'd fix it. They didn't.

They told this Administration they'd fix it. They haven't . . . Well time's up. Pencils down. They have failed the test."

"We also have evidence that at least some of the Chinese workers, when they become pregnant, are given a three-way choice; go home to China, get a back-alley abortion, or get fired," said Secretary Babbitt, who was joined at the witness table by officials of the Departments of Justice, Labor, and Commerce, and by the General Counsel of the Immigration and Naturalization Service.

Senator Murkowski was even-handed in his criticism of the two levels of government, saying that neither the federal nor the island government had done enough to enforce existing laws; he told of his visit to the island a couple of years ago, and some of the problems faced by the temporary alien workers there.

As the Secretary had predicted earlier that day, CNMI Governor **Pedro P. Tenorio** asked the Senate for more time, saying that his government was committed to cleaning up the situation. "We believe that stronger enforcement of federal laws against employers who disregard the law is a better solution than federalizing our minimum wage. We also believe that improved coordination between our CNMI and the federal immigration systems is a better solution than a federal takeover of our immigration system." Governor Tenorio was joined by **Diego T. Benavente**, the speaker of the CNMI House of Representatives, and by **Paul A. Manglona**, the president of the CNMI Senate, who stated their support of the governor's position.

The final panel of the day included testimony by two representatives of island business interests, who argued for continued CNMI control of immigration and minimum wage laws, and by two pastors who had migrated to the islands. The churchmen both said that freedom of religion was present in the islands, and that they had never heard of abortions being coerced by the garment industry. (Such abortions would be unlawful in the CNMI because no one has challenged the CNMI constitutional provision against abortions; in a roughly similar situation such a challenge (the *Roe v. Wade* precedent) had been successfully raised on nearby Guam a few years earlier.)

Also on the final panel were the executive director of the American Textile Manufacturer's Institute, **Carlos Moore**, who argued that the wages and working conditions on CNMI were not appropriate for a U.S. territory; and **Eric Gregoire**, a human rights activist formerly employed by the Catholic Church on Saipan, who described in detail the grim experiences of the contract foreign workers on Saipan. He was joined by three of these workers, a Pakistani, a Bangladeshi, and a Chinese, each of whom spoke briefly to the Committee. Earlier in the day, in an executive session, the Committee heard the testimony of a now 16-year-old Filipina woman who, at the age of 14 had been brought to the CNMI to work in a night club, and who had been forced to dance nude and to perform sexual acts.



Secretary Babbitt's commendation to OIA Director Allen P. Stayman noted Stayman's "exemplary efforts in advancing democratic principles in the Commonwealth of the Northern Mariana Islands."